DOCUMENT RESUME

ED 271 404 SO 017 460

AUTHOR Horvath, Patricia J.
TITLE Career Counseling for Non-College Bound High School Seniors in Japan.
SPONS AGENCY Office of Educational Research and Improvement (ED), Washington, DC.
PUB DATE Mar 86
NOTE 132p.; For other studies in this series on education in Japan, see SO 017 338 and SO 017 443-459.
PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC06 Plus Postage.
DESCRIPTORS *Career Counseling; *Counselor Role; Counselors; *Education Work Relationship; Foreign Countries; Grade 11; High Schools; High School Seniors; *Noncollege Bound Students; Postsecondary Education; School Business Relationship; Secondary Education
IDENTIFIERS *Japan; United States Study of Education in Japan

ABSTRACT

Examining the transition from high school to the work place of third-year high school students in Japan who expected to assume jobs upon graduation, this study conducted interviews with placement counselors at four different schools: an urban public school with a general focus, an urban public high school with an industrial focus, and urban private high school with a general program, and a rural public high school with a general focus. The counselors discussed their relationship to the Public Employment Security Office (PESO) and their roles in conducting employment education, in surveying students concerning counseling needs, in organizing counseling room materials, in collecting and maintaining recruitment cards, in counseling students concerning employment choices, in finding available jobs for students, in practicing for interviews and entrance examinations, in maintaining contacts with prospective employers, and in finding second companies for students who failed on the first round of employment entrance examinations. Graduation and employment statistics for each of the schools were reviewed. Approximately 15 students from each of the 4 schools were interviewed about: finding jobs; counselor, teacher, and parent advice; company entrance examinations and their number; feelings about the new job; special skills required, salary, and fringe benefits; and outlook for their immediate and long-range future. Finally the study interviewed four former students about their jobs and inquired about the job's purpose, their progress on the job, special duties, and the appropriateness of the past curriculum for the present job. Sample company recruitment cards and a list of reference materials conclude the document. (JEH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED271404

CAREER COUNSELING FOR NON-COLLEGE BOUND HIGH SCHOOL SENIORS IN JAPAN

PATRICIA J. HORVATH
NATIONAL INSTITUTE FOR EDUCATIONAL RESEARCH
TOKYO, JAPAN

DRAFT
MARCH, 1986

SO017460

TABLE OF CONTENTS

Section — Page Number

Interviewer's Introduction 1

Graphs

1. High School Graduation Statistics for Japan, 1984 3
2. High School Graduation Statistics for Japan by Per Cent, 1984 3
3. Distribution of Employed Graduates in Japan by Industry 4
4. Percentage Distribution of Employed Graduates in Japan by Industry . . . 4

F. City High School--An Urban Public High School with a General Focus

Interview with Head of Placement, Ms. T 5

Graphs

1. Graduation Statistics for 1984 11
2. Graduation Statistics by % for 1984 11
3. Distribution of Employed Graduates by Industry 12
4. % Distribution of Employed Graduates by Industry 12

Interview with 20 Students 14

Tanashi Industrial High School--An Urban Public High School with an Industrial Focus

Interview with Head of Placement, Mr. Mizushima 35

Graphs

1. Graduation Statistics for 1983 40
2. Graduation Statistics by % for 1983 40
3. Distribution of Employed Graduates by Industry 41
4. % Distribution of Employed Graduates by Industry 41

Interview with 7 Machine Students 42

Interview with 7 Architecture and Construction Students 51

Sakuragaoka Women's High School--An Urban Private High School with a General and Occupational Focus

Interview with Head of Placement, Mr. Nirei 60

Graphs

1. Graduation Statistics for 1984 66
2. Graduation Statistics by % for 1984 66
3. Distribution of Employed Graduates by Industry 67
4. % Distribution of Employed Graduates by Industry 67
5. Recruitment Cards Received, 1980, 1982 and 1984 68

Interview with 4 Graduates 69

Interview with 6 Students 76

Interview with 12 Students 81

Toono-Miyamori High School--A Rural Public High School with a General Focus

Interview with Head of Placement, Mr. Kosuga 101

Graphs

1. Graduation Statistics for 1984 106
2. Graduation Statistics by % for 1984 106
3. Distribution of Employed Graduates by Industry 107
4. % Distribution of Employed Graduates by Industry 107

Interview with 8 Male Students 108

Interview with 10 Female Scudents 117

Copy of Recruitment Card 128

References 129

EXECUTIVE SUMMARY
"CAREER COUNSELING FOR NON-COLLEGE BOUND HIGH SCHOOL SENIORS IN JAPAN"

Japan is a country of 236 million people of whom 57 million are employed. Every year more than 1 million graduating high school seniors join the labor force, approximately 40% of the graduating cohort. This paper examines the transition from high school to the work place of third year high school students in Japan who expect to assume jobs upon graduation.

Interviews have been conducted at 4 schools:

1. An urban public school with a general focus
2. An urban public high school with an industrial focus
3. An urban private high school with a general program
4. A rural public high school with a general focus.

At these schools the placement counselors were interviewed concerning their roles in the placement of students in jobs. They discussed their relationship to PESO which is the Public Employment Security Office (PESO supervises the employment process for high school students and reports directly to the Ministry of Labor). The placement counselors also discussed their roles in conducting employment education, in surveying students concerning counseling needs, in organizing counseling room materials, in collecting and maintaining recruitment cards, in counseling students concerning employment choices, in finding available jobs for students, in practicing for interviews and entrance exams, in maintaining contacts with prospective employers, and in finding second companies for those students who have failed on the first round of employment entrance exams. Finally, the counselors voiced their expectations about the duration of their students' participation in first jobs.

Graduation statistics for each of the 4 schools supply additional information concerning the percentages of graduating students who continued to 2 and 4 year universities, specialized schools, and employment. Employment statistics supply information concerning the percentage distribution of employed high school graduates in various industries.

Approximately 15 students in each of the 4 schools were interviewed concerning how they found their jobs, advice and warning from their counselors, and teachers, discussion with parents, preparation for company entrance exams, number of exams taken, feelings about the job they are about to begin, content of the new jobs, special skills required, settling-in time, changes in lifefstyle, salary and benefits, independence from parents, length of stay at the job, age for marriage, and outlook for immediate and long range future.

At one of the 4 schools interviews were conducted with 4 employees who had graduated from high school less than one year before. They were interviewed concerning how they found their jobs, understanding of the jobs' purpose, progress at work, special duties, everyday life, appropriateness of past curriculum for present situation, salary, and outlook for immediate and long range future.

The interviews are followed by an example of the company recruitment card used in Japanese high schools and a list of reference materials.

INTERVIEWER'S INTRODUCTION

Japan is a country of 377,765 km^2 with a population of 119.5 million as of 1983. The population density is 320.5 people per km^2. The literacy rate is 99%. Approximately 57,660,000 people were employed in 1984 (JETRO, 1985, preface). In contrast, the U.S.A. is a country of 9,363,000 km^2 with a population of 236 million. Simple arithmetic says that the land mass of the U.S.A. is 24 times that of Japan while the population of the U.S.A. is only about double. Japan is a country where space and overpopulation are problems. The physical, economic and social conditions of Japan have combined to make it a competitive society today, especially in regard to competition for jobs.

In 1984 a total of 1,482,312 seniors graduated from Japanese high schools. 590,125 joined the labor force full time and 17,112 continued to higher education (usually night school) while holding full time jobs. Thus, 607,237 or 41% of the graduating cohort found jobs. The per cent who entered the labor force is greater than the 29% who continued to 2 or 4 year colleges. (See Figures 1 and 2 for high school graduation statistics for Japan, 1984). Of the 607,237 who were employed, 173,238 took office jobs, 110,750 took jobs in sales, 202,828 took technical or manual labor jobs, 61,131 took jobs in sales and 59,890 took jobs in other industries (See Figures 3 and 4 for distribution of employed graduates in Japan by industry, 1984). The effort to rationalize the search for jobs after high school has resulted in the system described in this paper.

As my colleagues in the U.S. read the interviews presented on the following pages, they may well be tempted to comment that an employment system could be designed other way. In fact, in Japan the method described here for finding employment for non-college bound seniors is virtually the only way possible. To go outside the system is to condemn oneself to a life of temporary employment at very low wages and movement from job to job. The 60+ students I have interviewed are following a well-defined path that will lead them to a decent job in a highly competitive labor market. The purpose of this paper is to examine the transition from Japanese high school (or upper secondary school) to the workplace of third year students who expect to enter jobs upon graduation from high school.

The Japanese school year begins for all students in April and ends the following March, a cycle as predictable as the seasons in this country. Jobs in companies, for the most part, also begin in April. That cyclical background and timing must be kept in mind as the text is read. Without the time frame, the words become meaningless.

The Japanese school system is 6-3-3 in arrangement, meaning 6 years of elementary school, 3 years of middle school (or lower secondary school) and 3 years of high school (or upper secondary school). Japanese school children spend an average of 240 days in instruction each year, many more than the American average of 180. The students interviewed here were all in their third and final year of high school, what we in the west would call the senior year. The 4 graduates whom I interviewed at Sakuragaoka had just graduated in March and begun jobs in April.

Students in Japan depend on their counselors and teachers for support and help in finding jobs upon graduation. The system has been established by law. Students and employers can only communicate via PESO, the Public Employment Security Office, or more likely via their high schools.

BEST COPY AVAILABLE

BEST COPY AVAILABLE

-The functioning of the system is dependent upon the trust that exists between all parties, as one of the counselors emphasized in his talk with me. That trust is the most important factor in making the employment system work in Japan. Students trust that their counselors and homeroom teachers will help them find good jobs. Counselors trust in the recruitment cards and companies. Companies trust that schools will send them qualified candidates. All rely on PESO's official stamp of trust. -

The format of this paper is the interview. They were conducted in the period between Summer, 1985 and Winter, 1986 and were recorded on cassette tape for later translation. A copy of any of them can be obtained by writing to Patricia Horvath, 4-17-33 Mita, Minato-ku, Tokyo, Japan 108.

I wish that I could convey on paper the mood of each interview as well as the content. I have spent many hours in interview sessions with students and each one has been different.

The urban students are more forthright and open and were sometimes seemed to resent a bit my use of their time. The countryside students were hesitant, shy and almost innocent.

Females were much more cooperative than males. I had no trouble learning about the women's likes and dislikes, hopes and fears. Trying to get information out of Japanese male high school students proved to be more difficult.

At Tanashi, the industrial high school, and at Sakuragaoka, the women's private high school, the students had what I felt was a very thorough knowledge of the companies they were going to enter. They seemed to be looking forward to their working lives. At F. City High School and Toono-Miyamori, the students seemed much more insecure and rather hesitant about their coming working lives. The attitudes of the students toward work was different in each of the schools, and I attribute much of that difference to thedifferences in the focus of the curriculum and teaching staff.

Sex differences in answers are clearly seen in the question about working to retirement, where women tend to want to retire after relatively fewer years of work. It would seem that Japanese males are changing their attitudes about lifetime employment given their responses to the question about working to retirement. The difference between sexes can also be seen in the responses to the ideal age to marry with women giving generally lower ages than men. Marriage seems to be a more fixed point of reference for the females than for the males.

In the countryside the choice of a job is a severe one--to stay in the prefecture or to go to the big city. The students in the city don't have to make such a drastic choice. The pay differentials between work in the countryside and work in the city are also rather large. Starting salaries in Iwate seem to be about ¥20,000 less than for those who will work in the city. The variety of jobs available for high school students from the countryside is also limited. Office jobs in the city simply couldn't be found for the Miyamori women, though there are more than enough for the women from Sakuragaoka.

Comparing the different answers by school gives a vivid picture of one aspect of high school life in Japan.

Respectfullysubmitted,

Patricia J. Horvath

March, 1986

National Institute for Educational Research

Tokyo, Japan

COPY AVAILABLE

INTERVIEW WITH MS. T.
HEAD OF PLACEMENT
AT
TORITSU F. KOOTOO GAKKOO
(F. CITY HIGH SCHOOL*)
KOTO-KU, TOKYO

*Note: Out of respect to privacy, the counselor at this school requested that her name and the exact name of the school be withheld from this report. Upon request, documentation will be provided for verification of all information given in the following interview.

Founded in 1924 by the city of Tokyo as the first women's high school in Koto-ku, F. City High School became coeducational in 1949 in the wake of educational reforms imposed by the American occupation. Today the population of F. High School is 1143, 564 males and 579 females in three grades with 8 classes per grade, or an average of 47 students per class. Rebuilt in 1985, the school encompasses 9,574 square meters and has 60 teachers and 25 additional staff. In 1984, 355 students, 164 males and 191 females, graduated from F. City High School (See Figures 1 and 2 for graduation statistics for 1984). 71 of those graduates, 13 males and 58 females, or 20% of the graduating class, found jobs.

Ms. T., a chemistry teacher with 10 years of teaching experience, is in her third and last year as head counselor is also in charge of job placement. She teaches 13 hours of classes per week instead of the normal teacher load of 17. School policy states that the position of placement counselor has a term of three years. Next year she will step down to become a homeroom teacher and another teacher will become the head counselor. Resignation from her position has made her both happy and sad. Counseling duties take up an incredible amount of time of each working day and she spent virtually every day of her summer vacation at the school with students. Dealing with people from companies is very tiring, and worries about students plague her so she is relatively happy to be finishing up her term. She feels, however, that there is much yet to be done in streamlining the employment system at the school. She has at last established a good working relationship with the company people who visit and has learned their likes and dislikes in employees, but the new placement officer must build up these relationships from scratch. In these respects she is sad to leave the position.

A male physics teacher and a female English teacher are in charge of collecting materials and of counseling students about matriculation to 2 and 4 year colleges and universities. A male social studies teacher is in charge of collecting materials and counseling students about specialized schools. None of these teachers has individual homeroom duties.

The placement office, brand new as is the rest of the building, is located on the first floor next to the principal's office. In the old school building there was no placement office, but a small section of the teachers' conference room was reserved for placement materials.

One of the four counselors is always on duty in this new office from Monday through Friday during school hours. One large room, it houses the recruitment cards, company pamphlets, books on how to take entrance exams and on how to get a certain kind of job, job hunting handbooks,

BEST COPY AVAILABLE

specialized school guide books, university guidebooks, books of sample questions for both university and company entrance exams, magazines about employment, and lists of companies by rank. Unfortunately because the room is large and very public, no place exists for individual conferences, a fact which Ms. T regrets. With an extra room for conferences students would be able to speak more personally with their counselors without being overheard by everyone. Students may visit the room freely, though most visitors are third year students. Around February second year students who will become seniors in April begin to trickle in with their questions. First year students rarely stop by.

In considering jobs for students, the general process can be divided into two main streams--the civil service or private companies (See Figures 3 and 4 for distribution of employed graduates by industry). The civil service involves only the applicant and the governmental department, that is, the prospective employee and prospective employer. In 1984 10 students--4 males and 6 females passed a civil service examination and were placed in jobs, a number representing almost 3% of the total graduating class of 355 (See Figures 1 and 2 for graduation statistics). Civil service jobs issue no recruitment cards, only announcements in public places. The school does have and distribute applications for national civil service jobs, such as for the post office, to students who are interested but does not have applications for city civil service jobs, for the police force, or for the fire department. If students are interested in such jobs, it is their responsibility to go to the appropriate office, obtain the applications and file all necessary documentation. However, when a new group of seniors begins the search for jobs, students naturally go and ask the counselors about the content of entranceexaminations.

A civil service exam is difficult and consists of two parts--the written test and the interview, given on different dates. Passing both sections does not insure that a student will be given a job but rather places the names of the passing applicants on a waiting list. Thus the civil service exams are more like qualifying exams, as passing does not guarantee employment. Candidates are listed in order by their scores and jobs are offered in the order that names appear on the waiting list. Those on the lower half of the waiting list might have to wait 6 months or longer before they are notified of a position. They might not be offered any job at all. Those candidates who do not hear soon after April are encouraged by the counselors to call the person in charge of hiring in order to inquire about their situations; counselors also volunteer to call for students if they are hesitant. The counselors can generally learn from the various personnel divisions whether or not a student can expect to be called for a job and if so, when.

The counseling office, in order to be able to answer the questions which are sure to arise from their seniors, makes an effort to record on paper the personal experience of all civil service applicants, including a list of jobs applied for and the content of entrance examinations. The record also includes the content of the interview, whether it was individual or group and what questions were asked. The applicants are asked to record their experiences immediately after interviews are completed because once success or failure at an exam is formally announced by mail to the students' homes, it becomes much more difficult to get an objective report, especially in the case of failure. Future applicants are encouraged to read these records to learn more about the jobs they seek. Records are kept for a number of years so that a library of information is readily available.

In the case of private companies, students are instructed to obtain their entry level jobs with the assistance of the school. In 1984, 61 students, 9 males and 52 females, or 17% of all graduates obtained jobs in private companies through F. City High School (See Figures 1 and 2 for graduation statistics). The PESO office, in theory, assists students in obtaining jobs, but the actual responsibility has been transferred to the school. Laws have been passed which state that this responsibility may be taken by the school in place of PESO. Ms. T goes to the PESO office 5 times a year when there are meetings explaining conditions for hiring; otherwise, no need exists for her to go to the office.

A survey is conducted at the end of the first year at F. High School to determine what the counseling needs of the coming years are going to be. At least one third of the respondents answer undecided when asked about their plans after high school. This is the only initial preparation for job placement done during the first two years. No meetings concerning employment are held with parents at all.

In April as a junior class becomes a senior class, the members begin to choose whether they will continue to further schooling or seek employment, but some cannot and do not decide until much later in the year. In May of the senior year the counseling office conducts a lecture on readiness for employment and the process of preparing for and taking company entrance examinations. The schedule for the remainder of the year concerning employment is outlined for the students. In June several recent graduates employed in various fields are called back to the school to give small presentations about their own experiences in finding jobs and their current working lives.

When the recruitment cards are about to arrive students are again called together for a discussion of what the cards are, how to read them, and what points are crucial to deciding on a company.

About 450 recruitment cards arrived in 1984 for 52 females seeking employment in companies and about 350 for 9 males. Since the number of males seeking employment was very small, the choice for males was greater and overall competition was not as steep.

Recruitment cards come from the companies directly but sometime around May or June, they have passed through the hands of the PESO office which approves each of the conditions for employment. The cards receive a stamp of approval from that office, a sign that the conditions violate none of the accepted standards for employment.

The companies can begin the process of sending or delivering recruitment cards to schools after 1 July. Those companies which have a long relationship of recruiting students from F. High School immediately send their representatives to the school when the season begins in July. Those companies which believe they have only a fair chance a recruiting a student from the school send their cards via the mail. The cards occasionally contain half truths. For instance, on a recruitment card overtime is described as twice a week for four hours, but is required every day. Sometimes previous graduates who actually work in these companies can be contacted to confirm the details given on a recruitment card. Other cards are written correctly, describing precisely the job being offered. Usually however, jobs are described in vague terms, simply as office, manufacturing, wholesale, sales, etc.

The exact content of most jobs is normally not determined until after the recruitment quotas

have been met and the results of the IQ tests are available. Ms. T. offered an example from last year. A female student had passed the entrance exam for a department store because she wanted to be involved in sales. After work began in April she was assigned the computer room and trained as a computer operator. As an expression of her disappointment on the third day of her newly started job she took off from work and came to see Ms. T. to explain her situation. In spite of the shock, she did make the adjustment successfully and holds the same position today.

All the recruitment cards are gathered and bound together. From the end of July to the beginning of August the cards are available to the students for inspection. A few students will not use the recruitment cards at the school but rather use personal connections to find their jobs. A neighbor or friend of the family may suggest a student for employment at a relative's or friend's company. Even though holding a part time job is prohibited by the school, a student who had had a part time job throughout high school was asked to stay on full time at that company. In these cases, if it wishes to be recorded as having used proper procedures for hiring a high school student, the hiring company must obtain a recruitment card from the PESO office and follow formal procedures to the extent that the law requires them to do so.

A comprehensive list of every company sending recruitment cards to the school is made, including other information--the type of work expected, whether a graduate already works there, and whether the company has firmly indicated that they'd like to have an employee from F. High School. Each third year student receives a copy of this list. By consulting the list the students can easily pick out one or two companies where they have an interest in working. The process of looking through the recruitment cards in the placement office then becomes one of reconfirmation and double checking of working conditions like wages. Most companies that send recruitment cards also send a pamphlet, or company prospectus, which is also consulted.

In the middle of August the students indicate their tentative choices by filling in a form entitled, "Company Employment Survey". The students must fill in the names of two companies in which they are interested with the understanding that if they are chosen as the applicants at either they will not complain. A list is then produced by the counseling office indicating how many students have listed a given company as their choice, but the actual names of students are withheld. A similar list is produced for the homeroom teachers with the names of the students matched with the name of a company along with the students' grade average and total number of absences from school. The next step is another survey requesting first and second choices in order to narrow down the possibilities. The teachers then confer and decide exactly who will be the applicant to take the exam at which company.

Since figuring out which student is to take which exam is extremely difficult, the teachers--the eight senior homeroom teachers plus the four members of the counseling staff--use grades, number of absences, number of tardies as the relative benchmark figures for deciding. One day after the final survey is collected the results are announced.

About the same time as the internal selection, students receive instruction on the preparation of their personal histories. In addition to a photograph, information required includes name, address, date of birth, guardian's name, names of family members, schools attended, companies previously worked

at, interests, clubs at school and a statement about the type of employment sought. The personal history form is distributed for practice. It is corrected by the teachers and a second form is distributed for eventual presentation to companies

Mock examinations are also conducted. Students who are seeking employment are divided into 12 groups--one group for each counselor or senior homeroom teacher. Each group reads prepared materials about how to take an interview, how to answer tricky questions, what questions to be prepared for, what answers not to give, etc. A few days later individual interviews are held with attention to various aspects of student performance such as language, greetings and responses to questions.

Upon completing of the internal selection process in mid August, arrangements are made for visits to companies, or kaisha kengaku, during summer vacation. More than 50 companies must be contacted by telephone, a task which is greater than one person can handle. The job is divided among the 4 counselors and they each take turns at the telephone to fix dates for students to visit. Since the students have already completed the process of internal selection and have tacitly promised that they will not complain about the choice of company, it is expected that all students will visit without complaint the companies telephoned for them.

When the students do visit companies, the visit often turns out to include one or more tests. Sometimes IQ tests are administered or interviews are conducted. Students may also be instructed to bring their personal histories and school recommendation-transcript forms with them. These forms are normally sent to companies on or after 1 September in a sealed envelope. This procedure of bringing official documents to the company visit would be against the law if the signature of the school representative were requested on the school recommendation-transcript, so all information but the final signature is requested. After the interview when the counselor phones, companies report if the student they have seen has met their standards for employment. In this way the counselors have a chance to suggest a student try another company well before the October testing season.

Counselors may only hear that it is acceptable for the candidate to take the exam. They may also phone to learn that a company would very much like to have the student just interviewed take their entrance exam or even suggest that they have made the unofficial decision for employment. Banks especially are anxious to complete their April recruitment lists well before the October test date. As long as they show a desire to work, males can usually be assured that they will have a position at whatever company they choose because the overall number of male job seekers is very small and companies are anxious to hire them. The companies recruiting males tend to be rather small, however. Recently the trend seems to be that unofficial decisions for employment are being made more and more often during the company visit in the summer with the October test being pro forma or not required at all.

For the counselors this new trend is helpful and convenient for it gives them plenty of time to search for a new company for a rejected applicant. On the other hand what companies are currently doing is, in fact, against a law which states that company entrance tests are to be given in October and that no employment decisions can be made until that time.

As in other schools, the tendency is for parents not to be consulted by their children on

matters pertaining either to employment or to matriculation.

On 1 September the necessary application materials are filed with the companies concerned, including the personal history which the students have completed and the school recommendation-transcript form including name, address, dates school attendance, curriculum followed, grades, number of absences, conduct, basic health statistics and the school representative's signature. The companies pay special attention to the number of days of absence listed for each candidate. In many companies a policy exists that if a female student has been absent for a total of 10 days or more during high school, then the student will not be considered for employment no matter what other qualifications are possessed. For males this standard does not seem to be true. Companies also look carefully at the club participation recorded on the personal history, because the kind of relationships necessary in a club are also applicable in a company situation.

Right after, all seniors seeking jobs are called for another meeting in which encouragement and warnings are given about the upcoming company exams. Warnings include telling students to remember to iron all the clothes they will wear to the entrance exam, to remember to brush dandruff off their collars and to have well-clipped nails. Company personnel officers will be looking closely at individual grooming especially during interviews. They will also be looking at personality and general appearance. Often the initial cut off decision is based on a first impression, especially for females. A female student recommended by the school who is serious and capable of working diligently might be passed over by a company because she does not fit company standards for grace and beauty.

The students are then on their own at the exams in October.

Placement tests are given beginning in October and on through November and December. Students keep trying at successive exams until they succeed at one. Passing an exam can take one day or be a long series of trials. The interview section of the exam is very often the crucial deciding factor. The interview is also very important for female students attempting to enter two-year colleges in Japan. It has been said that two year colleges look at applicants as future seekers of jobs, and try to admit students they believe will be easy to place in the labor force.

For late arrivals in the placement office, finding a job may not be so easy. Last year one student was taken to PESO because he had taken a civil service examination in December and had failed. After he was notified of failure on the exam, he decided to try to find a job. The counselors informed him that no new recruitment cards had come into the placement office. Three times one of the counselors went directly to the PESO office with the student to try to find something. At PESO the presence of many recruitment cards seemed to indicate that jobs existed, when in fact they had already been taken. At last one was found. This year when students who had failed exams came to the placement office in search of alternatives, several choices existed. No extraordinary trips to PESO were necessary.

In March, one or two students who have failed to gain entrance to a university will straggle into the counselors office in search of an employment alternative. At least one available recruitment card, and thereby job, is anticipated for that time but if the number of job seeking students is greater than the number of cards, then the only alternative would be PESO.

In spite of all the effort on the part of the school and its counselors there are also some

students who never really decide whether to continue their education or to find a job. Every year 3 or 4 graduates in the category of ronin, or those who believe they will matriculate the year after graduation, end up as unemployed and non-matriculating. Later such students may find jobs using the newspaper or personal connections or take part time jobs. Ms. T. didn't really know much about the situation, for she really only deals with students who have made a firm commitment toward employment. The school assumes responsibility for finding jobs for students until the end of April, but the problem really lies in those 3 or 4 students who cannot decide what they want to do even after graduation.

Concerning duration of employment, students don't seem to be anxious to remain in their positions for a long time, an indication that they are approaching their jobs as interim positions. The overall average stay for entry level positions seems to be about 6 years, but many employees leave before completing a full year of work. The prevalence of students who do not wish to work for a longer period is perhaps a reflection of the indifference with which the students make their decisions.

Most female students especially have clearly expressed their desires to work only until marriage. For Ms. T., a married employed female, this attitude is difficult to grasp. Female students have repeatedly told her that the role model she portrays does not apply to them and have asked her why she disapproves of women devoting their lives to being wives. Ms. T asks them to look around at their own environment and determine how many families they know can actually afford to have a wife who does not work. Statistics show that the number of working wives, most part time, has increased tremendously. To this evidence students merely say that their lives will be different or that they would only work if absolutely necessary. Ms. T. also encourages them to examine the division of labor in households and determine their own based on need, but her students reply that asking their husbands or children to do housework would make their families miserable.

The blame is not entirely to be placed on the students because companies try to mold their employees into fixed roles, especially in regard to how many years a female employee should work. Companies tend not to give jobs of responsibility to female employees. Many teachers themselves reinforce role stereotypes. With the institution of a new law for equality in employment there is some hope that the situation might change somewhat in the future, but the present prospects are not encouraging.

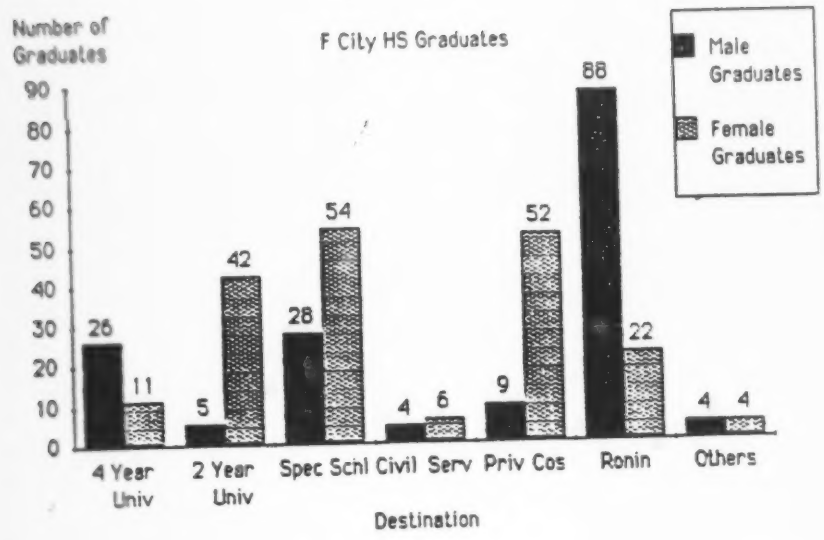

Figure 1: Graduation Statistics for F. City High School, 1984 (F. Yooran, 1985, p.25).

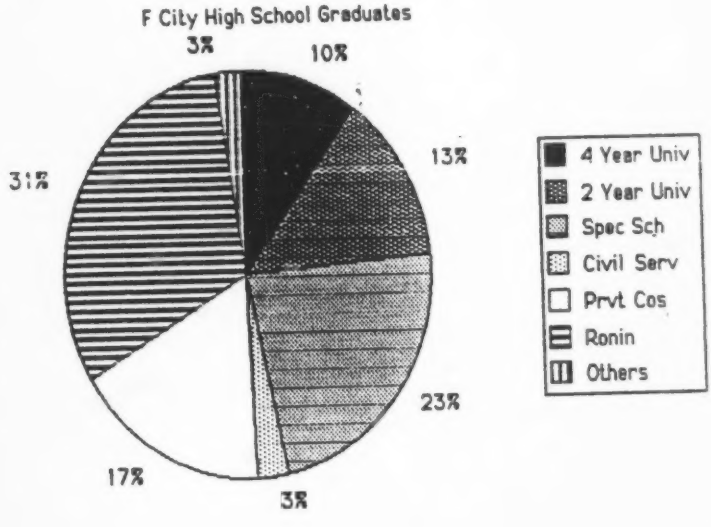

Figure 2: Graduation Statistics for F. City High School by Per Cent, 1984 (F. Yooran, 1985, p.25).

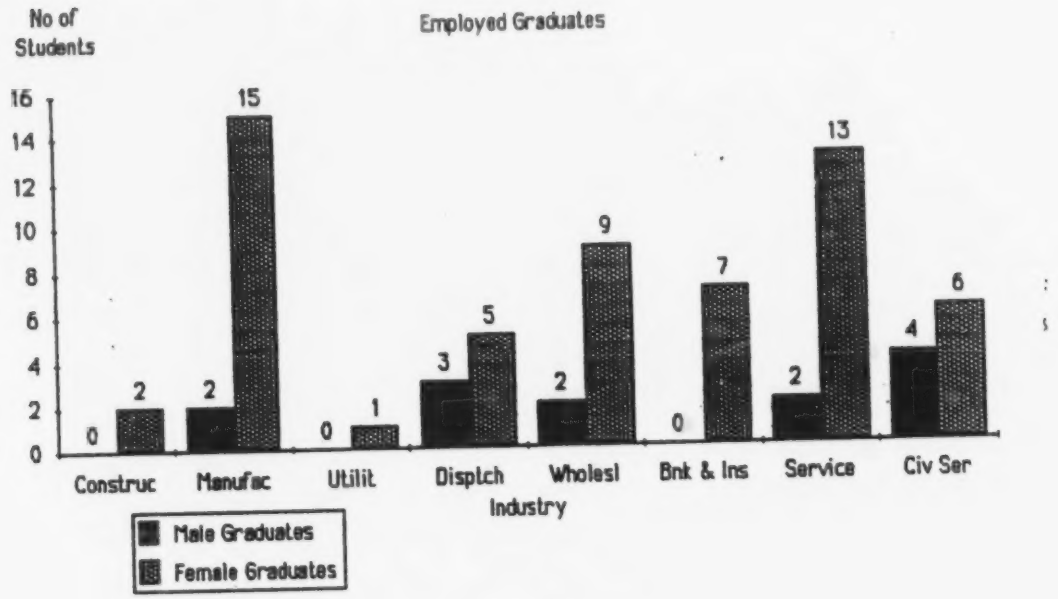

Figure 3: Distribution of Employed Graduates by Industry Type for F. City High School, 1984 (F. Yooran, 1985, p.25).

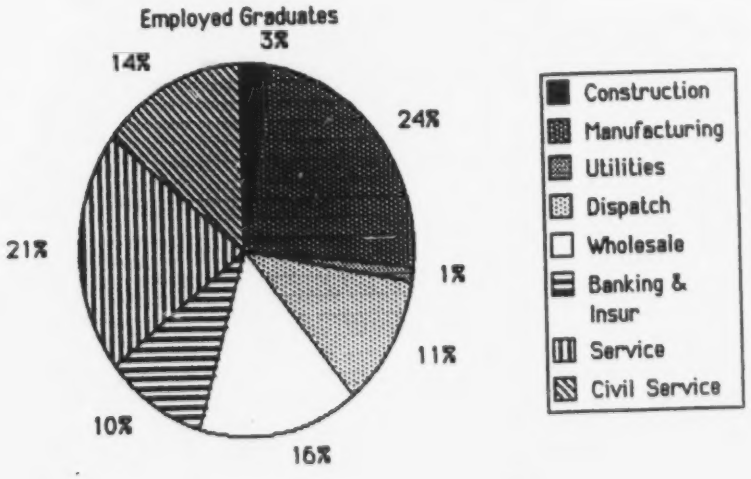

Figure 4: Percentage Distribution of Employed Graduates by Industry for F. City High School, 1984 (F. Yooran, 1985, p.25).

INTERVIEW WITH 20 STUDENTS
AT
TORITSU F. KOOTOO GAKKOO
(F. CITY HIGH SCHOOL*)
KOTO-KU, TOKYO

*Note: Out of respect to privacy, the counselor in charge requested that the name of the school and the students' exact names be withheld from this report. Documentation can be provided to verify all information given below. Only names have been shortened; nothing else has been altered.

I interviewed 20 students, Sas-san, San-san, Taj-san, Yama-san, Ook-san, Suz-san, Sat-san, Kib-san, Ko-san, Hat-san, Nai-san, Tai-san, Ara-san, Yamo-san, Uchi-san, Kami-san, Kob-san, Ike-san, Yoko-san and Kawa-san at F. City High School.

The interview at school with these students was completed after company entrance examinations had been taken. Students knew basically what their futures were going to be. The only curriculum available at F. City High School is the general studies curriculum, and all students spent three years studying the subjects that are most commonly studied by Japan's high school students.

Sas-san, male and18 years old, lives in Edogawa-ku with his parents. He indicated that he would work in the Koto-ku ward office as a civil servant.

San-san, male and 18 years old, lives in Edogawa-ku with his parents. He would like to begin working at the post office as a civil servant, but the job is unconfirmed.

Taj-san, male and 18 years old, lives in Sumida-ku with his parents. His job will be at Hirano Steel Company in Sumida-ku.

Yama-san, female and 18 years old, lives in Koto-ku with her parents. She indicated that she will begin working at the Tsuruya Tokyo branch in Nihonbashi.

Ook-san, female and 18 years old, lives in Edogawa-ku with her parents. She wrote that she would begin working at Fuji Bank's computer service division beginning in April.

Suz-san, female and 18 years old, lives in Edogawa-ku with her parents. In April she will begin working at some branch of Tokyo Sogo Bank.

Sat-san, female and 18 years old, lives in Koto-ku with her parents. She indicated that she would begin working at Nisshin Spinning Company in Bakuroyokoyama in April.

Kib-san, female and 18 years old, lives in Koto-ku with her parents. In April she will begin working at Toho Rayon Company in Nihonbashi.

Ko-san, female and 18 years old, lives in Edogawa-ku with her parents. She wrote that she would begin a job at Tooyo Manufacturing Company in Minato-ku in April.

Hat-san, female and 18 years old, lives in Sumida-ku with her parents. She indicated that she would begin a job at the Japanese House of Representatives in April as a civil servant.

Nai-san, female and 18 years old, lives in Edogawa-ku with her parents. In April she will begin a job as a research assistant at Shinto Paint Company in Koto-ku.

Tai-san, female and 18 years old lives in Koto-ku with her parents. In April she will start a job at Sanyo Software Service Company in Chuo-ku.

Ara-san, female and 18 years old, lives in Koto-ku with her parents. In April she will begin

a job as an assistant at Shinto Paint Company in Koto-ku.

Yamo-san, female and 17 years old, lives in Koto-ku with her parents. She wrote that she would begin a job in April at NTT, the Japan Telephone Company at a branch office.

Uchi-san, female and 17 years old, lives in Koto-ward with her parents. She indicated that she would begin a job in April at NTT, the Japan Telephone Company at a branch office.

Kami-san, female and 17 years old, lives in Koto-ku with her parents. She wrote that she would begin a job in April at New Japan Securities Company in Kyobashi, central Tokyo.

Kob-san, male and 18 years old, lives in Koto-ku with his parents. In April he will begin studying to become a policeman in Kanagawa Prefecture (just south of Tokyo, containing the city of Yokohama).

Ike-san, male and 18 years old, lives in Koto-ward with his parents. His job will be at Hirano Steel Company in Sumida-ku.

Yoko-san, male and 17 years old, lives in Katsushika-ku with his parents. In April he will begin studying to become a policeman in Tokyo.

Kawa-san, male and 18 years old, lives in Koto-ku with his parents. In April he will begin a job at Anamizu Company in Minato-ku.

How did you decide on your jobs?

Sas-san: I did everything for myself. The announcement was posted on the bulletin board of our school and I thought I would try the exam.

San-san: First, I looked in the newspaper and saw the announcement. Then I applied to take the test.

Taj-san: I looked at the recruitment cards in the counseling room and decided on a company. Many graduates of F. High School work there so I talked to them as well as to my teachers.

Yama-san: I looked at the recruitment cards in the counseling room.

Ook-san: I talked to one of last year's graduates of this high school who now works at my company and read the recruitment card to decide.

Suz-san: I asked my teachers questions and looked at recruitment cards to decide.

Sat-san: I asked my teachers and investigated recruitment cards.

Kib-san: I looked at recruitment cards.

Ko-san: I looked at pamphlets and recruitment cards and then talked to my teachers before deciding.

Hat-san: I wanted to become a civil servant and try to take various civil service tests. My teacher suggested the job I now have.

Nai-san: I listened to my teachers and looked at recruitment cards to decide.

Tai-san: I heard about the job from a friend of the family and decided to take it. I then brought the recruitment card from the company back to the school.

Ara-san: I asked my teachers and looked through the recruitment cards to decide.

Yamo-san: I looked at the recruitment cards at school and decided.

Uchi-san: I looked at recruitment cards and decided.

Kami.-san: I looked at recruitment cards and decided.

Kob-san: I looked at the advertisements which came to the school about public examinations given in October. I applied for the job myself and did all the paper work.

Ike-san: I looked at the recruitment cards and talked to my teachers.

Yoko-san: Many of my friends and acquaintances were already members of the police force. I listened to what they had to say. I also looked at the poster which was placed in the police box near my home.

Kawa-san: I looked at recruitment cards and talked to my teachers.

Before you finally decided, did you have both a first choice company and a second choice company?

Sas-san: I had a first and second choice. First was the job at the ward office and next was a job at the post office.

San-san: My first choice was a job as a civil servant in the countryside; the second choice was the post office.

Taj-san: My first choice was Tokyo Gas; the second choice was at Hirano Steel.

Yama-san: I had only one choice and entered that company.

Ook-san: My first choice was Tokyo Sogo Bank; the second choice was a job at Canon. I also had a third choice.

Suz-san: I had only one choice and entered that company.

Sat-san: My first choice was an engineering company; my second choice was the spinning company where I will be employed.

Kib-san: I failed at the exam of my first choice so I settled on a job at Toho Rayon.

Ko-san: My first choice was a manufacturing company. My second choice was Mitsubishi Rayon. I entered a completely different company.

Hat-san: My first choice was the job at the House of Representatives; my second choice was at the Ward Office. I also had a third choice.

Nai-san: My first choice was a car company. My second choice was a company called Tokyo Nissan something something. I can't exactly remember. I succeeded at my third choice.

Tai-san: Before the time to submit our choices I had already decided on Sanyo Software through a family connection.

Ara-san: My first choice was Shinto Paint; my second choice Otsuka Gas. I got the job at Shinto.

Yamo-san: My first choice was NTT. I had a second choice but I have forgotten it.

Uchi-san: My first choice was NTT and I was successful. I had a second choice but I have forgottenit.

Kami-san: I would have been happy with either the company I will now enter or with Nissan Car Company. I feel the company, New Tokyo Securities, which I am entering is a good one. My parents approve and I already know some people who work there.

Kob-san: My first choice was the police department in Tokyo, next in Kanagawa and next in Shizuoka. I didn't pass the test for Tokyo but I was able to pass the Kanagawa test.

Ike-san: My first choice was Hirano Steel; my second choice was Takano Electric Company.

I will enter my first choice.

Yoko-san: I only wanted to become a policeman in Tokyo and had no other wishes.

Kawa-san: I had three choices listed, but I really didn't think of anything but my first choice, AnamizuCompany.

Did you use the counseling room? If you did, for what purpose? What kinds of materials did you read concerning future employment?

Sas-san: I did use it. I was interested in learning about the interview I would have and read a booklet which described the interview at my company.

San-san: I did use it. I was interested in learning about the interview I would have and read a booklet which described it.

Taj-san: I used the room to look at recruitment cards. I also looked practice books for entrance exams in the room.

Yama-san: I went to the room to talk to Ms. T. and to look at recruitment cards

Ook-san: I often went to the room to talk to Ms. T. and to look at recruitment cards.

Suz-san: I went to the room to talk to Ms. T. and to look at recruitment cards

Sat-san: I went to the room to talk to Ms. T. and to look at recruitment cards.

Kib-san: I went to the counseling room to look at recruitment cards and to talk to Ms. T.

Ko-san: I went to the counseling room to talk to Ms. T.

Hat-san: Since there were materials about interviews in the counseling room, I went to read. I also practiced for my interview in the counseling room.

Nai-san: I used the room to talk to Ms. T and to look at the recruitment cards.

Tai-san: I used the room to talk to Ms. T.

Ara-san: I used the room to look at recruitment cards and to talk to Ms. T.

Yamo-san: I went to the room to look at recruitment cards and read company pamphlets.

Uchi-san: I used the room to look at recruitment card and company pamphlets and to talk to Ms. T.

Kami-san: I went to the room to look at recruitment cards and talk to Ms. T.

Kob-san: I went to the room to look at the practice books for the examination I was going to take. I also went to read the booklets which described what was going to be on the exam.

Ike-san: I went to look at recruitment cards.

Yoko-san: I went to read a book which had example problems which were likely to appear on thepoliceexamination.

Kawa-san: I went to look at recruitment cards.

When did you first start using the counseling room to find information?

Sas-san: I started going to the room around August of my senior year.

San-san: I started going to the room around August of my senior year.

Taj-san: I started going to the room around September of my senior year. Before that the recruitment cards were stored in a conference room, so I went there.

Yama-san: I started going to the room around September of my senior year.

Ook-san: I started going to the room around June of my senior year.

Suz-san: I started going to the room around August of my senior year.

Sat-san: I started going to the room around June of my senior year.

Kib-san: I started going to the room around August of my senior year.

Ko-san: I started going to the room around August of my senior year.

Hat-san: I started going to the room around October of my senior year. I was only interested in Civil Service exam and I had materials at home so I really didn't need the counseling room.

Nai-san: I started going to the room around June of my senior year.

Tai-san: I started going to the room around August of my senior year.

Ara-san: I started going to the room around July of my senior year.

Yamo-san: I started going to the room around August of my senior year.

Uchi-san: I started going to the room around May of my senior year.

Kami-san: I started going to the room around the end of August of my senior year.

Kob-san: I started going to the room around May of my senior year.

Ike-san: I started going to the room around August of my senior year.

Yoko-san: I don't remember when I first went to the room.

Kawa-san: I started going to the room around August of my senior year.

Did you often talk to your counselors or teachers about finding a job?

Sas-san: I don't remember remember talking at length. I did ask a few questions about interview questions around November.

San-san: I didn't talk to any teachers.

Taj-san: I talked to Ms. T. often and to Mr. S. and Ms. O. and to my homeroom teacher.

Yama-san: I talked to a certain extent to Ms. T.

Ook-san: I talked to Ms. T about the companies I was going to list as my choices. I also talked to my homeroom teacher.

Suz-san: I often talked to Ms. T. and Mr. S. and to my homeroom teacher.

Sat-san: I talked to Ms. T.

Kib-san: For the most part I talked to Ms. T.

Ko-san: I talked to Ms. T. and to my homeroom teacher.

Hat-san: I talked only a little to Ms. T and my homeroom teacher because I was applying to become a civil servant. They told me about what materials were available and gave me some advice.

Nai-san: I often talked to Ms. T.

Tai-san: I had discussions with Ms. T any number of times.

Ara-san: I talked to Ms. T.

Yamo-san: I asked Ms. T. a little bit about companies.

Uchi-san: Before I decided what my first choice company would be, I asked Ms. T. a lot of questions about companies.

Kami-san: I talked to Ms. T. about the conditions of various companies.

Kob-san: I talked to Ms. T and other teachers.

Ike-san: I talked to Ms. T.

Yoko-san: As the day of the police admission test came closer and closer and a I realized how

many others were also trying to pass the test, I went to talk to Ms. T about my uncertainties.

Kawa-san: I went to ask Ms. T. about the conditions at the company I was interested in.

What kind of questions did you ask your homeroom teachers, counselors or others?

Sas-san: I asked about how to perform at the interview and how to answer various questions.

San-san: Since I was taking a civil service examination, I asked about what kind of test would be given and when.

Taj-san: I asked about how to perform at the interview. I didn't succeed at my first choice company and when I learned that, I went to ask about which company I should select next and how to take the second examination so that I would pass.

Yama-san: I asked about the interview and about which company to select among the possibilities available.

Ook-san: I asked about how to take an interview. When I was reading company pamphlets and came across parts I did not understand, I went to Ms. T. or to F. High School graduates to ask for an explanation of the contents.

Suz-san: I asked about the content of examinations and about how to take an interview.

Sat-san: I asked about the content of the examination. I also asked about where to find the booklets written by graduates containing information about the company I was interested in.

Kib-san: I asked about interviews and about the company I was interested in.

Ko-san: I asked about interviews and about the mood at certain companies, their size in terms of capitalization, and various facts about them.

Hat-san: I asked about civil service exams and where to find more information about what I was interested in. Then I asked about interviews, how to take them and how to answer properly.

Nai-san: I asked about interviews and about the companies themselves.

Tai-san: I found the job on my own and therefore didn't have to ask about interviews or things like that. I did talk about how to act in a situation in which I was indebted to people for having found me a job.

Ara-san: I asked about the company I was interested in.

Yamo-san: I asked about the kind of work done at the company I was interested in, about how many graduates of our school now work there and about the content of interviews.

Uchi-san: I asked about what would be on the exam and about how many graduates were presently employed in the company I was interested in.

Kami-san: I asked about the interviews and when I was uncertain as to which company I should attempt, I asked about how many graduates of our school were at each company so I could determine my chance of success.

Kob-san: I asked about interviews. When I took the second exam, I felt very uneasy about whether or not I had passed, so I talked to my teacher about that fact.

Ike-san: I talked about interviews and about the actual conditions for determining whether or not I would get the job I wanted.

Yoko-san: I asked about interviews. After I went to the exam, I felt as if I had made an error

during the interview, was uneasy and spent some time talking to my teacher about that.

Kawa-san: I asked about the company I was interested in and about what sort of materials I should prepare before I went to the company.

Did you get any warnings or advice from your teachers or counselors?

Sas-san: I did get some warnings about how to perform in the interview.

San-san: I tried out my ideas about the interview with my teacher. When I said I would answer a given question in one way, I was told to answer in another.

Taj-san: I didn't receive any warnings in particular.

Yama-san: I was told to answer brightly and briskly to questions at the interview.

Ook-san: I don't remember, so I must not have been given any warnings.

Suz-san: I was warned about my performance at the interview exam. I was told that I should answer as I really felt.

Sat-san: I was told to be careful of my language during the interview and to make sure that my clothes were well-pressed.

Kib-san: I was told to make sure I used polite language appropriately during the interview.

Ko-san: I was told to used polite language and to answer briskly during the interview.

Hat-san: I didn't get any warnings.

Nai-san: The interview at my company is particularly important so I was warned about various aspects of my performance.

Tai-san: I didn't get any warnings

Ara-san: I was told to remember to be prompt when I went to visit the company I was interestedin.

Yamo-san: During the company visit and interview, I was told to be careful of my use of language.

Uchi-san: During the company visit and interview, I was to be careful of my use of language and what I wore.

Kami-san: During the interview, I was to be careful of my language and make sure that I looked the interviewer in the eye when I answered.

Kob-san: I am sure that I was warned about various things, but I can't remember anything.

Ike-san: I was warned about my use of language during the interview.

Yoko-san: I was warned about my use of language during the interview.

Kawa-san: I was told that I was too easygoing.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

Sas-san: I didn't have any deep discussions with them. I told them that I wanted to be a civil servant.

San-san: From the time I was in junior high school I knew that I wanted to become a civil servant and my parents knew this. Beyond that I didn't do any particular talking with them.

Taj-san: I felt finding a job was my work and so I told them nothing except the results of the exams and what I had decided to do.

Yama-san: I didn't do any special talking except to tell them that I had decided to find a job.

Ook-san: I didn't do any special talking with them, but did tell them where I was going to take the entrance test.

Suz-san: I told them which company I had chosen and asked them for their nod of approval.

Sat-san: I didn't tell my parents anything and decided everything for myself.

Kib-san: I didn't tell my parents much, but did tell them what company I had decided on.

Ko-san: I told them where I was going to take the entrance exam and told them a little about the company.

Hat-san: I told them that I was going to attempt a civil service test rather than a company exam. That was about all.

Nai-san: I didn't talk to them.

Tai-san: I didn't do any special talking to them, but I did do as they asked in finding a job.

Ara-san: I talked to them when I was about to decide on my choice of company.

Yamo-san: They knew that I wanted to find a job after graduation. I did talk to them several times about what kind of job I was suited for. I had to decide between civil service and a private company and by myself I chose a company.

Uchi-san: I talked with them, especially with my mother about the type of job I was suited for. They helped me with their advice and then I decided.

Kami-san: I had two choices and told them. We often talked and they told me which one they preferred and that was New Japan Securities where I found my job.

Kob-san: I told them I was going to take an entrance exam. Other than that we didn't talk.

Ike-san: I didn't talk to my parents.

Yoko-san: They knew from sometime ago that I wanted to be a policeman. I took the test and learned that I had passed and told them.

Kawa-san: I didn't talk to my parents.

Did you visit your company? When?

Sas-san: I didn't go to any companies.

San-san: I didn't go to any companies.

Taj-san: I went to my company but don't remember when.

Yama-san: I went to my company on 28 September as far as I remember. I met the personnel manager and brought my personal papers for inspection.

Ook-san: I went to visit my company at the end of August. I was not shown where people work, but did talk to the personnel manager and had an interview. I was given a simple arithmetic test.

Suz-san: When I first went to the company at the end of August I was given a test.

Sat-san: I went to the company in the middle of August. I had an interview.

Kib-san: I didn't go for any special visit.

Ko-san: I went first in the middle of September and two more times. I listened to an explanation about the company and how it works.

Hat-san: I didn't go for any special visit.

Nai-san: I went at the end of September and had an interview.

Tai-san: I went during summer vacation just before I had decided to take the job at Sanyo. I had an interview and was shown the area in which the computers are used.

Ara-san: I went at the end of August. I talked to the president and to a member of personnel and was shown around the company.

Yamo-san: I went on 13 September to the company. I saw a smaller branch office and then was shown the main headquarters in Otemachi.

Uchi-san: I went on 13 September to the company. I saw a smaller branch office and then was shown the main headquarters in Otemachi.

Kami-san: I went to the company on 23 September and took a test.

Kob-san: When I went for the second day of examinations, I was shown a little bit of the main headquarters in Kanagawa. Otherwise I didn't make any special visit.

Ike-san: I went at the end of August and took a test.

Yoko-san: I did get a chance to visit the main police station, but it wasn't much.

Kawa-san: I went to the company in the middle of September.

How many entrance exams did you take? Did you do any special studying for the exams?

Sas-san: I took two exams. I practiced with an exam preparation book and took a mock exam.

San-san: I took two exams. I practiced with an exam preparation book and took a mock exam.

Taj-san: I took two exams. I bought an exam preparation book and studied it.

Yama-san: I took one exam and did no particular studying.

Ook-san: I took one exam. I knew I wasn't good at kanji (Chinese characters) or IQ tests so I bought books in order to practice.

Suz-san: I took one exam. I practiced kanji and word combinations using kanji.

Sat-san: I took one exam. I studied for the kanji and general knowledge sections.

Kib-san: I took two exams. I bought some books and did a little studying.

Ko-san: I took one exam and visited the company three times. I practiced beforehand at IQ tests, general knowledge and composition.

Hat-san: I took one exam. I was getting ready to take a second exam with an IQ test so I studied. I took a practice exam and read the newspaper everyday so that I would be current.

Nai-san: I took one exam. I studied for the general knowledge and IQ tests.

Tai-san: Since I only had an interview I didn't have to do any special kind of studying.

Ara-san: I took one exam. I studied for the general knowledge and composition sections.

Yamo-san: I took one exam. I bought a practice book and studied the general knowledge and IQ sections. At school I took a practice exam.

Uchi-san: I took one exam. I studied for the exam with a practice book, took a mock exam and read the newspaper headlines everyday to familiarize myself with current events.

Kami-san: I took one exam which was completed for the most part when I went to visit the

company. I bought a practice book for the IQ and general knowledge sections but in the end I didn't study at all.

Kob-san: I took two exams. During summer vacation I bought a practice book which I studied off and on. I took two or three mock exams at school.

Ike-san: I took two exams, but didn't do any particular studying for either of them.

Yoko-san: I took one exam lasting two days. At the end of summer vacation I bought a practice book and studied from it.

Kawa-san: Employment was decided for me at the time I went to visit the company so I didn't have to study at all.

What was the content of your entrance exam?

Sas-san: The first exam included a general knowledge exam, an IQ test and a composition. The second exam was an interview. The most difficult part was the general knowledge exam.

San-san: The exam included a general knowledge exam and an IQ test. The general knowledge test covered many different areas and studying for it was lots of work.

Taj-san: The first choice company's exam was a test in Japanese, mathematics and English, a composition, an IQ test and an interview. The second company exam was an IQ test, an interview and a composition. Neither exam had a particularly difficult section.

Yama-san: I had to take a simple general knowledge exam and had an interview.

Ook-san: I had an IQ test, an interview and a medical. The IQ test was not particularly difficult. The interview was held with the company president and I was very nervous.

Suz-san: I had a general knowledge exam, a medical, and an interview. The most difficult section was the general knowledge test.

Sat-san: I had an interview, a composition, a general knowledge test, and a medical. The general knowledge test included English and was very difficult.

Kib-san: My test included a general knowledge test, a composition, an IQ test, and a medical. The English in the general knowledge exam was difficult as was the composition with the title, "My Life as a Member of Society."

Ko-san: My test included an interview, an IQ test, a composition, and a general knowledge test. Nothing was particularly difficult, but I was very nervous during the interview. The title of the composition was, "On Becoming a Member of Society."

Hat-san: I had two exams. The first exam consisted of general knowledge, a Japanese test and an interview. The second exam was another interview and a medical. The Japanese exam asked us to give definitions of words and was rather difficult.

Nai-san: My test was a general knowledge test, an interview, and a composition. The general knowledge section was the hardest.

Tai-san: I only had one very simple interview that lasted 10 minutes.

Ara-san: I had a general knowledge exam, a composition and an interview. No section was particularlydifficult.

Yamo-san: The first exam included general knowledge in Japanese language, mathematics, English, social studies and science and then I was asked to write a composition. The second exam

was an interview and a medical. The general knowledge section was difficult.

Uchi-san: The first test was in Japanese language, mathematics, English science and social studies. Then there was a composition, an interview, an IQ test and a medical.

Kami-san: My test consisted of an interview, a general knowledge test and an IQ test. The test was not particularly difficult, but during the IQ test the movements of the person next to me made me nervous and I felt I didn't do my best.

Kob-san: I had a general knowledge test, a composition, an interview and a medical. The medical was the most difficult part of the exam because it was so thorough.

Ike-san: My test was an interview, a composition and a general knowledge test. Nothing was particularlydifficult.

Yoko-san: The first section was a general knowledge test, an IQ test and a composition. The second section was another IQ test, another composition, a medical and an interview. The third section was a personality inventory done in a group with lots of questions fired at us in order to determine exactly what we would do in a given situation. The medical exam was very difficult. Many doctors were present. We were led into a room and examined in every part of our bodies in front of everyone. Since we will all be living together in a dormitory, the examiners pay particular attention to skin diseases.

Kawa-san: I had an interview, an IQ test and a composition. The interview was the most difficult.

How do you feel right now as you look at the job you are about to begin?

Sas-san: I am confused because I don't know exactly what kind of work I will be doing.

San-san: Since my job hasn't been confirmed, I only want to get that confirmation in my hands.

Taj-san: I have my anxieties about beginning a job. My free time will diminish and now I want to enjoy as much entertainment as possible.

Yama-san: I don't know what I will be doing but I think it will be difficult.

Ook-san: I won't be able to do what I want because I won't have free time. I want to enjoy myself while there is still time.

Suz-san: Half of me is very excited and expectant; the other half is worried.

Sat-san: I don't know what I will be doing and so I am worried.

Kib-san: My life will change when I become a working person so I am worried.

Ko-san: I feel I don't want to work.

Hat-san: I am concerned because I haven't been notified about exactly what I will be doing. I do know I will be working and want to do my best.

Nai-san: I am worried and don't want to work.

Tai-san: I am worried and I am excited.

Ara-san: I am worried, but am excited about becoming a full-fledged member of society.

Yamo-san: I worried that I don't know exactly what I will be doing, but at the same time I have no particularly strong feelings about beginning a job.

Uchi-san: I don't have any particularly strong feelings about becoming a member of society and have begun to feel as if I don't want to work.

Kami-san: I am worried that I won't be able to cut out of work. When I was a student I could cut class. I don't know whether or not I will be able to do my job well or what to do with the salary I receive.

Kob-san: I am worried because the life of a police cadet seems very restricted.

Ike-san: I will have to get up earlier than before and am afraid I will not be able to do so.

Yoko-san: I am scared because in the first year I won't be able to go home to my parents for more than a few days. Police academy life does not seem pleasant. I am very worried.

Kawa-san: I am worried about whether or not I will fit in to company life.

When will you start your jobs? Will you have a training period after you enter your company?

Sas-san: I will begin on 1 April. I don't really know if there will be a training period.

San-san: If I do get placed, I will begin in April with a training period of about 21 days.

Taj-san: I will begin on 1 April. The first three months will be training. In July I will receive my company identification card and become a regular employee.

Yama-san: At the end of March we will have a training session and after that work begins.

Ook-san: I don't know if there will be a training period because no notification has arrived from the company. I do know that regular work begins on 1 April.

Suz-san: Training will be from 11 March to the end of the month. I begin regular work on 1 April.

Sat-san: I have another visit to the company planned in a few weeks and will then ask all the details. Right now I don't know about when work begins or about the training period.

Kib-san: I don't exactly know. I should get a notice in the mail around 1 March telling me details about training and the beginning of work.

Ko-san: On 20 February there will be a meeting at the company when the details will be decided. I will get a letter soon after that about the training session.

Hat-san: Training will being sometime after 15 March. Work formally begins on 1 April.

Nai-san: Work begins on 1 April but before that there should be a training period, but I have not yet heard details.

Tai-san: A test will be given in March and during the beginning of the month I will go to the company to prepare for the exam. The entrance ceremony will be held on 30 March. There will be no special training period, but I will be trained while I do my job.

Ara-san: Work begins on 1 April and before that it seems that there will be a training period.

Yamo-san: The entrance ceremony is on 1 April. Training will last for three months from that date.

Uchi-san: The entrance ceremony is on 1 April. From 2 to 4 months after that time we will undergo training at a school.

Kami-san: Work begins on 1 April. Training will be for 2 or 3 days and we will practice penmanship.

Kob-san: The entrance ceremony is probably on 1 April. For one year I will be at the police academy.

Ike-san: Training begins in the middle of March. Soon after that we will have the entrance

ceremonies.

Yoko-san: We will have the entrance ceremony in the middle of March. In the middle of April I will begin studying at the police academy for one year. After that then I will become a policeman on a beat.

Kawa-san: Work begins on 1 April. We will have training for several months after which time I will become a regular employee. The first assignment will be for several years and is designed to help me learn the scope of the company's business.

What exactly will you be doing at your company? What will be the content of your job? Do you feel it will harmonize with your personality?

Sas-san: I wil work at the Koto-ku Ward Office, but I don't know what I will be doing so I can't really judge. I do think I will like office work.

San-san: I have passed the test to work at the post office, but the job has not yet been confirmed. I would be doing office work, but I don't know whether or not I am suited for that kind of work.

Taj-san: I will be in the business section of Hirano Steel Company. For the first six months, I will be the warehouse watchman.

Yama-san: I think I am well suited for the service industry and therefore chose a sales job at Tsuruya Yoshi Company.

Ook-san: My job will be office work and an occasional use of computer at Fuji Bank Computer Service Center. I don't know exactly what I will be doing nor whether or not I will be suited for it. I intend to do my best at whatever job I am given.

Suz-san: I will do office work at Tokyo Sogo Bank. I don't know what exactly I will be doing, but I do feel I will like being in an office.

Sat-san: I will be in the office of Nisshin Spinning Company. Until I try the work I will not know how I like it.

Kib-san: I will be doing office work at Toho Rayon Company, but I don't know exactly what.

Ko-san: I will be doing office work at Tooyo Manufacturing Company, and I feel I will like it.

Hat-san: I will doing office work at the Japanese House of Representatives, but don't have any further details. I do feel that I am more suited for office work than for sales.

Nai-san: I don't know exactly what I will be doing at Shinto Paint Company but have a feeling I am not particularly well suited for it. My title is research assistant.

Tai-san: I will be entering data into a computer at Sanyo Computer Service Company. I had always wanted to do office work and handle computers so I think I am well-suited for the job.

Ara-san: I will be doing some kind of work connected with paint research at Shinto Paint Company, but don't know details. I may or may not like the work.

Yamo-san: I will be a telephone operator for NTT and need to try working before I can decide whether or not I will like it.

Uchi-san: I will be a telephone operator at NTT and feel I will like the work.

Kami-san: I will do office work at New Japan Securities Company, but don't know what. I

feel that I will be able to handle the work whatever it is.

Kob-san: First I will be a police cadet and later a policeman. I will patrol public areas, defend the lives of people and direct traffic. I may not like the job.

Ike-san: I will be in the marketing section at Hirano Steel Company and may be working with computers. The description of my job has gradually changed over the months. I won't know if I like the job unless I try it, but I do want to work.

Yoko-san: I will be a police cadet for the city of Tokyo and will learn about all aspects of my job as a policeman. Later I will be able to indicate what kind of job I would like to do, but I must be content with the work assigned to me. I would prefer to be assigned to the criminal section.

Kawa-san: I chose Anamizu Company. I will be working and be content with whatever I am assigned.

What do you need to be aware of once you start your jobs?

Sas-san: I believe that relations between people will be difficult for me to adjust to.

San-san: I hope to be working at the post office and relations between people will be difficult. I will have to deal with the public and that won't be easy.

Taj-san: Relations between people will be important. I am not very good at using polite language so I will undoubtedly be corrected by my superiors.

Yama-san: In my work place there will be only women and in that connection I will have lots of difficulties.

Ook-san: There are many people working at this company so I must get used to dealing with people.

Suz-san: Relations between people will be very important.

Sat-san: The office is large and I will have to pay attention to relations between people.

Kib-san: I will have to pay attention to relations between people.

Ko-san: I will have to pay attention to relations between people.

Hat-san: I will have to watch the language I use with my superiors, but beyond that I don't think I will have any particular problems.

Nai-san: I will have to pay attention to relations between people.

Tai-san: My office is full of people much older than me and I will have to pay attention to the language I use with them.

Ara-san: Everyone in the office is a researcher and so I must treat them with respect.

Yamo-san: In my office there will be only women and I must treat those older than me with respect.

Uchi-san: I must treat those older than me with respect.

Kami-san: I think it will be necessary to be respectful to those above me.

Kob-san: I will have to be aware of many things in my job, especially since we all have rankings which must be respected.

Ike-san: I will have to be aware of many things in my job.

Yoko-san: I will always have to be careful and have respect.

Kawa-san: I think relations with people will be difficult. The company deals with gasoline and I will always have to be careful when working there.

How will your lives change when you get jobs?

Sas-san: Up to now I have been a student, and lots of things were forgiven. I will become a member of society and have to assume the responsibilities that entails. I feel that I will have to shape up.

San-san: When I was in school, I had friends. When I have a job, my life will be a bit sad.

Taj-san: When I was in school, it was possible to oversleep and appear for the second hour and not the first and my teachers were indulgent with me. When I have a job I won't be able to do anything likethat.

Yama-san: I think the morning rush hour will be awful and I will have to wear nice clothes every day.

Ook-san: When I was a student, my teachers were indulgent with me. As I enter society I will not be granted such indulgence and will have to be responsible. I will have to begin in the early in the morning.

Suz-san: I will have to pay close attention to my use of time.

Sat-san: I will have to be careful of my use of time.

Kib-san: I don't think my life will change that much, but I will have to do overtime and stay late at the office. Up until now I have been occupied only until afternoon, and after that I had my own time. I must learn to use my time well.

Ko-san: When I was a student, I didn't have to be as responsible as I will have to be as a working person. I will also have make good use of my time.

Hat-san: Up to now my time has been my own. For instance, I could avoid people that I didn't like when I was a student, but as a working person that won't be possible.

Nai-san: I will have to be careful of my use of time

Tai-san: I don't think my life will change that much, but I will have to do overtime and stay late at the office. Up to now I have been occupied only until afternoon, and after that I had my own time. I must learn to use my time well.

Ara-san: Up to now I have been listening to lessons in the classroom. Soon I will be working and not just listening.

Yamo-san: Up to now I have been living an indifferent life. From now on I will be talking to people above me and must watch my language and I hope to shape up at bit.

Uchi-san: I feel I will be changing in many different ways, and most of all I hope to shape up. I feel the rhythm of my life will change greatly.

Kami-san: The part that will change the most is my mornings. Up to now I could get to school in 3 minutes and could wear a uniform. It will take me a long time to get to work and I must wear good clothes every day. Many things will change.

Kob-san: As I planned years before, I will live away from my parents. My life will become morerestricted.

Ike-san: My use of time will be formally restricted by the company.

Yoko-san: Up to now, I only had to obey school rules. From now on I must be careful to obey all of society's laws.

Kawa-san: Who should come early to work and who should work overtime at work has

already been determined, so my life will be much more restricted.

How long do you think it will take you to settle in to your jobs?

Sas-san: I think it will take me about 3 years to settle in, but I may be faster.

San-san: I think it will take me from 3 to 4 years.

Taj-san: I think I will get used to the work fairly swiftly.

Yama-san: I think it will take me a month.

Ook-san: I think it will take me 3 months.

Suz-san: I think it will take me 3 months.

Sat-san: I think it will take me 3 months.

Kib-san: I think it will take me half a year to settle in.

Ko-san: I think it will take me more than 6 months to settle in.

Hat-san: I think I will get used to the work fairly swiftly.

Nai-san: I think it will take me 3 months

Tai-san: I think it will take me 6 months at the least.

Ara-san: It will take me at least 2 or 3 months but less than 6 months.

Yamo-san: I think I will settle in after 8 months.

Uchi-san: I think it will take me 2 years.

Kami-san: I think I will take me 1 or 2 months to settle in.

Kob-san: I have no idea, but assume it will take me quite a long time.

Ike-san: It will take me from 6 months to 1 year.

Yoko-san: I think it will take me a lifetime to adjust to all the things I must do.

Kawa-san: It will take me 2 to 3 years to learn the first job I am to do. After that I will change and it will again take time before I settle in.

What will you do with the salary you receive?

Sas-san: I would like to be thrifty in my use of money. I want to save whatever money I have left over.

San-san: I will have to spend money to live. I also want to attend college at night and must use some of my salary to pay tuition.

Taj-san: I want to give some money to my parents and the rest I will spend as I like.

Yama-san: I would like to save some money, but will also have to spend money on clothes.

Ook-san: Since I want to go on a trip abroad, I will try to save half of my salary. I will be working in Roppongi (an entertainment district in central Tokyo) so I think I will often have to go out with my fellow workers and that will cost money.

Suz-san: I want to save money and with the remainder I would like to buy clothes.

Sat-san: I will spend money to live, save some, and buy the things I want.

Kib-san: I will spend money on living and the rest on doing things I want to do.

Ko-san: I will spend money on living and for pocket money. I will also give some money to my parents and what is left I will save.

Hat-san: For one or two years expenses will be high.

Nai-san: I will use my money on living and buying clothes.

Tai-san: It will cost money to live, but I also want to save.

Ara-san: It will cost money to live and buy clothes. I don't know if I will be able to save.

Yamo-san: I would like to give my parents money for food and with the rest I buy things I want and save.

Uchi-san: I will give some money to my parents and buy what I want, but I also want to travel abroad so I will save money, too.

Kami-san: I will save half of my money and spent the other half to buy clothes and other things I want.

Kob-san: I will give money to my parents and will spend the rest on living.

Ike-san: I will give some to my parents and spend the rest on myself.

Yoko-san: I don't think I will have any way to spend what I receive, so I will give most of my salary to my parents.

Kawa-san: I will give some to my parents and spend some on what I want. I am a second son, so I must think about savings or my future will not be good.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

Sas-san: My initial salary will be ¥107,800 per month. I will have bonuses twice a year but I don't know how many months of salary I will receive. I don't know anything about salary increases.

San-san: My initial salary should be about ¥100,000 per month. There will be a bonus, but I don't how much nor do I know how much my salary will increase per year.

Taj-san: My salary will be about ¥100,00 per month, but I don't know anything else.

Yama-san: My salary will be just over ¥110,000 per month and I will be paid for overtime. My bonus for the first year will be 3.8 months. Yearly increases will be about ¥9,000.

Ook-san: My initial salary will be just over ¥100,000 per month. I don't know about bonus, but my salary should increase ¥10,000 per year.

Suz-san: My initial salary will be about ¥100,000 per month. My salary will increase every year, but not by much. I recall being impressed by how large my bonus was.

Sat-san: My initial salary will be just over ¥100,000 per month. I don't know about my bonus and I only remember that my salary increases will not be large.

Kib-san: My initial salary will be just over ¥100,000. I don't know how much my salary will increase per year. I will have bonuses twice a year amounting to 5 months of salary.

Ko-san: My salary will be just over ¥100,000 per month. Bonuses will total 5.7 months and increases will be about ¥5,000.

Hat-san: My basic salary will be ¥90,000 per month. In addition, I will receive transport costs. I don't know how much my salary will increase per year but I will receive a bonus of 3.5 months salary twice a year.

Nai-san: My salary will be about ¥100,000 per month. The increases will be ¥10,000. The bonus will be only 2 months the first year.

Tai-san: My basic salary will be ¥111,000 per month. The increase will be ¥10,000 per year with 2 bonuses a year of 4.5 months salary each.

Ara-san: My basic salary will be just over ¥100,000 per year with increases of ¥10,000 per

year. The first year's bonus will be 2 months salary which increases to 4 months after the first year.

Yamo-san: My initial salary will be just over ¥90,000 per month with increases of about ¥3,000 per year. The bonuses will be twice a year consisting of 4.7 months salary each.

Uchi-san: My initial salary will be just over ¥90,000 per month with increases of about ¥3,000 per year. The bonuses will be twice a year consisting of 4.7 months salary each.

Kami-san: My basic salary will be just over ¥110,000 per month. Bonuses will be twice a year, but beyond that I have forgotten.

Kob-san: My salary the first year, because I will be a cadet, will be just over ¥130,000. After the first year when I have graduated from the academy, the salary will increase to ¥180,000 per month. Bonus will be 5 months salary given twice a year, but I may not remember exactly.

Ike-san: My basic salary will be ¥100,000 per month and that is all I know.

Yoko-san: My salary the first year, because I will be a cadet, will be ¥130,000. My bonus will be given twice while I am in school and will total about ¥500,000. After I have graduated, the salary will increase to ¥170,000 per month. My bonus after the first year will increase to ¥650,000.

Kawa-san: My basic salary will be ¥120,000 per month. There will be a bonus, but beyond that I don't know.

Do you think you will be able to live independently of your parents?

Sas-san: At first, I will not be able to leave home because of economic conditions. After some years I do plan to leave home to live on my own when I have the economic ability to do so.

San-san: The first year I will not be able to live on my own. But I would like to live on my own as soon as possible.

Taj-san: I have a desire to leave home, but as I have been thinking about it I know I wouldn't enjoy making my own food or washing my own clothes. I have more or less decided not to leave home.

Yama-san: I don't think I will live on my own. Economically, it will not be possible.

Ook-san: I would like to like to live on my own, but I have watched my older brother who lives on his own and his life seems rather difficult. I don't think I will try to live alone.

Suz-san: I don't think I will leave home. If I leave home, I will have to use money on many things. I would rather save that money.

Sat-san: I don't want to leave home.

Kib-san: I don't particularly feel I want to leave home.

Ko-san: I don't want to leave home.

Hat-san: My home is small, and I would like to live on my own. However, my salary will not be large and I would spend it all on living costs. In the end I will not leave home.

Nai-san: I now live with my parents and in order to save money I will not leave them.

Tai-san: Economically speaking, it would be impossible to leave. Until I marry I will depend on my parents for their support.

Ara-san: When I get enough salary to be able to afford living on my own, I will leave home.

Yamo-san: I would like to live on my own, but at first it will be impossible to do so. When I get enough salary to be able to afford living on my own, I will leave home.

Uchi-san: I would like to leave home but it will be impossible to do so for some time. I don't

want to come home to an empty apartment at night.

Kami-san: I would like to leave home, but it is not economically possible for me so I will live at home.

Kob-san: I will be require to live at the police academy as of the beginning of April.

Ike-san: I would like to leave home but it will be impossible for at least the first year.

Yoko-san: The police academy lasts for one year and I must live there with all the other cadets. After that I will be able to live in bachelors' quarters if I wish, but I will return to live with my parents after the year in the academy.

Kawa-san: My home is an apartment. As soon as I have the funds to leave, I would like to leave.

Do you want to stay in the company you have chosen until you retire? How long do you plan to stay at your first job?

Sas-san: At this point I plan to remain at the job until retirement.

San-san: I don't really know, but if I am able to graduate from university, I think I will change jobs.

Taj-san: If I think about working until retirement I get a bad feeling. For right now I am thinking about working for 3 years at my first job.

Yama-san: I would like to work as long as I can. Much will depend on the wishes of my husband.

Ook-san: I would like to work for a long time. Depending on my husband, I may change my mind.

Suz-san: I would like to work as long as possible.

Sat-san: I would like to work as long as possible.

Kib-san: I would like to work at my first job for a long time. If I marry, I would like to do some other kind of work.

Ko-san: I don't know about working until retirement, but I would like to work for a long time at my job.

Hat-san: I don't want to work until retirement, but if I marry and my husband gives his approval, I would like to keep on working

Nai-san: I want to work for 3 years.

Tai-san: I would like to work for a long time.

Ara-san: I haven't thought about working until retirement but I would like to work as long as possible.

Yamo-san: Even if I marry, the job is one I can continue, so I would like to work as long as possible.

Uchi-san: I don't plan to get married, so I want to work as long as possible at this job.

Kami-san: I would like to work until I am married and have children.

Kob-san: I believe I will work until retirement.

Ike-san: I would like to work as long as possible.

Yoko-san: If possible, I will work until retirement.

Kawa-san: I would like to work as long as possible.

What will you be doing in 5 years time when you are 22 or 23 years old? Will you be doing the same job?

Sas-san: I will probably be doing the same job. I don't think much will have changed in 5 yearstime.

San-san: In five years time I will probably be going to night school and my job probably will not have changed.

Taj-san: I don't know if I will be doing the same job. I will be practicing some kind of sport.

Yama-san: If I have found the right person, I will probably be married.

Ook-san: I will probably be working still. I have for a long time wanted to live in America so I will probably be studying English very hard.

Suz-san: I think I will still be doing the same job.

Sat-san: I think I will still be at the same company doing the same job.

Kib-san: I will be working.

Ko-san: I don't know but I may not be working.

Hat-san: Probably I will be still be working.

Nai-san: I will be working, but probably not at the same company.

Tai-san: I will be working at the same job and will have achieved certain qualifications after 3 years.

Ara-san: I think I will still be doing the same job and I will probably be living on my own.

Yamo-san: If it is not boring, I think I will still be doing the same job.

Uchi-san: I believe I will still be doing the same job.

Kami-san: If I do what I want I will be married.

Kob-san: I will be busy studying for the police promotion examinations.

Ike-san: I believe I will still be working at the same job.

Yoko-san: If I am alive, I will be busy studying for the police promotion examinations.

Kawa-san: I believe I will still be working at the same job.

How old would you like to be when you get married?

Sas-san: I haven't thought about it, you know.

San-san: I haven't thought about it

Taj-san: When I have interest in marriage, I will marry.

Yama-san: I would like to marry when I am about 21 years old.

Ook-san: I haven't decided an age, but if I find I good mate, I would like to marry.

Suz-san: I would like to marry when I am about 25 or 26 years old.

Sat-san: I would like to marry when I am about 25 years old.

Kib-san: I would like to marry before I am 30 years old.

Ko-san: I would like to marry when I am about 22 years old.

Hat-san: I would like to marry when I am about 20 years old.

Nai-san: I would like to marry when I am about 25 years old.

Tai-san: I would like to marry before I am 25 years old.

Ara-san: I would like to marry before I am 30 years old.

Yamo-san: I haven't really thought about it, but I would like to marry in my twenties.

Uchi-san: I don't plan to marry, but if I do, it will be when I am about 30.

Kami-san: I would like to marry when I am about 21 or 22 years old.

Kob-san: It depends on my finances, but I would like to marry by the time I am 30.

Ike-san: I don't know yet.

Yoko-san: I would like to marry when I am about 40.

Kawa-san: I don't know yet.

What will you be doing when you are 31 or 32 years old? A job? Interests?

Sas-san: I may well be doing the same job. I don't know anything about the rest.

San-san: I would like to become a teacher. If I am able to enter and graduate from college, I would like to be teaching social science in a school.

Taj-san: I would like to have opened some kind of school where I am teaching children.

Yama-san: I like children. If I am married, I will be busy raising my children.

Ook-san: If I am married, I will be busy raising my children.

Suz-san: If I am married, I will be busy taking care of my children.

Sat-san: I will be married. I don't think I will be doing the same job.

Kib-san: I don't really know.

Ko-san: If I am married, I will have 3 children.

Hat-san: If I am married and have children, I will be at home raising them. If not, then I will still be doing my job.

Nai-san: Even if I am married and have children, I think I will continue working.

Tai-san: Even if I am married, I think I will continue working.

Ara-san: Even if I am married, I think I will continue working but at a different job.

Yamo-san: If I am married, I will be busy raising my children. On the other hand, I may well still be working.

Uchi-san: I will be working, but it may not be at my first job.

Kami-san: I will probably be married with 2 children and be busy playing with them.

Kob-san: Probably I will be married and at last settling down.

Ike-san: I don't know at all.

Yoko-san: I would like to have become a plain clothes detective and be busy doing my work.

Kawa-san: I haven't particularly thought about it. I may be working.

INTERVIEW WITH MR. MIZUSHIMA
PLACEMENT COUNSELOR
AT
TANASHI KOOGYOOO KOOKOO
(TANASHI INDUSTRIAL HIGH SCHOOL)
TANASHI CITY, TOKYO

Mr. Mizushima agreed that there was very little literature available on the relationship between the high school and the company. In the case of continuing on to higher education--the university, the junior college or the specialized school--the path is more clearly understood by the public and the world.

Some general topics for the discussion of student placement included the following questions: When students from an industrial high school decide to continue on to work upon graduation, by what means do they find the job they seek? Further, how does a company find the employees it seeks? And what role does PESO, the Public Employment Security Office, play in the process? How does it occupy the middle ground between the high school and the company?

A public high school, Tanashi Industrial High School's 867 students in three grades are divided into three departments--machine, architectural design and construction. Founded by the city of Tokyo 23 years ago (in 1963) in the western suburbs, Tanashi has sent more than 5,000 graduates on to jobs in the labor force. In 1983 212 graduates out of a total of 265 found jobs (See Figures 1 and 2 for graduation statistics for 1983). Some of the most common destinations for graduates of Tanashi are to architectural and construction firms (See Figures 3 and 4 for distribution of employed graduates by industry type for 1983). One of the duties of the school is to find out what kind of firm students wish to enter and then to help match them with the company they desire to work at.

Students complete 102 credits in industrial high school, of which 54 are in general studies, or the curriculum that every high school student completes, 42 are in their major area, plus 3 credits of homeroom and 3 for club activities. The students tend to be weak in mathematics, generally completing 5 credits in the first year, 3 in the second and only 2 in the third. Students in the general curriculum at other schools complete more math credits at more advanced levels. In science the students complete first year high school science in 2 years, for a total of 4 credits, and physics in the third year for 2 more credits. This means that Tanashi students have only a minimal amount of chemistry--only that covered in the first year high school science curriculum.

A recent survey by Mizushima revealed that half of the students entered Tanashi Industrial High School because it was truly their choice--they wanted the education being offered. The other half indicated that they came out of expedience, because they wanted a high school diploma and were not particular about what kind of high school issued it. Finishing high school was sufficient. In the construction area 84 majors entered three years ago and at the present time 59 seniors remain. Twenty of those dropouts have gone onto schools that teach cooking. Each class loses approximately a total of 40 students by the time of graduation.

The counseling room is located on the first floor of the school building, to the right of the principal's office. Students are encouraged to visit the room any time they wish during their first,

second or third years of high school, but for the most part only third year students utilize the room. The counseling and placement staff consists of 6 members--one homeroom teacher from each of the three majors, one teacher concerned with placement to 2 and 4 year colleges and specialized schools, one teacher who serves as advisor for those seeking civil service jobs, and Mizushima who deals exclusively with placement in companies. All of them have normal teaching duties as well, but at considerablyreducedlevels.

First and most importantly, it is the duty of the occupational and placement staff of the school to provide information to students.

From the first year in high school the school conducts job education. In the middle of November about seven seniors who will proceed to various occupations are chosen to speak to first year students concerning their personal experiences with the employment issue. Student speakers are encouraged to relate their thoughts and changes in plans so the listeners can understand the kinds of choices they must face. Sometime after, the placement counselors or homeroom teachers speak to the first year students about actual hiring conditions--how many graduates went to which companies--during the homeroom period. Counselors and homeroom teachers constantly stress the need to know oneself, to know what is wanted in terms of future employment.

During the second year of high school the placement staff again provides information concerning the types of jobs and companies available. The school tries to assess the employment needs of students by survey around the middle of their junior year of high school, but many students change their minds from that time until the time of recruitment tests the following October. Mock tests are also administered on a school wide basis and for comparison with national norms. The Tanashi curriculum includes practical experience, conducted at the school's own factories. During the practical period occupational counseling and information are provided. The repetition of the same information in different settings is considered to be very important.

During the senior year students must actually choose a career path.

On the other hand, the first thing a company has to do is to present to PESO approximately one year in advance a request announcing how many workers will be recruited the following April. With this information the recruitment card is made. The recruitment card is an important document which provides the students with concrete information about the number of employees in the company, a general description of the job, and beginning salary.

The PESO office applies its stamp of approval to the recruitment card and then it can be distributed. In September the individual school is visited by representatives from various companies who inform the school how many students are being sought. Another possibility is that the companies mail such specific job information to the school. Using the recruitment cards, the school informs its job seeking seniors of the existence of the various positions.

In principle, Mizushima affirmed, it is the PESO office that handles information concerning the placement of students in the labor force. In practice, it is the companies that send the announcements to the school to speed up the process of information dissemination. PESO is a very busy, bureaucratic place. It must be pointed out that the level of trust between all three parties is critical to the entire employment system.

Although a possibility, it would be ridiculous to ask individual students to go to the PESO

office themselves and to inquire about positions, and such a step is almost never taken. The school could also go directly to PESO and search for jobs for students, but that method has virtually disappeared since the PESO offices have simply become too busy to handle requests from individual schools.

The direct approach of a company to an individual student is strictly prohibited by law and would be equivalent to the brokerage of manpower. The law states that employment exchange services can be supplied by PESO directly and by non-profit making organizations such as schools, trade unions and professional associations. Under this principle companies and schools can have direct contact with the placement counselors playing the major roles. Schools are more or less directly sending their students to work in various pre-targeted companies. This is a tricky middle ground, but is the method currently in use.

Since Tanashi has a history of 23 years, its graduates have gone on to positions in various companies. The same company representatives regularly return to Tanashi with their recruiting quotas for a certain number of graduates and they bring with them information about the actual placement of previous graduates. With such a long relationship, every year it is possible to predict which companies will be coming again with their requests. Thus, the school placement officials know the general make up of the most important companies and the process of matching students with companies becomes simplified. The kind of jobs that present employees do can be verified with information obtained directly from previous graduates now working at those companies.

If the school or student goes to PESO and searches through the recruitment cards, the process is infinitely more difficult. The number of companies is great and it is impossible to know much about any of them or their working conditions without considerable study. Even a calculated guess is likely to be incorrect.

In theory matching of students with companies is done based on the wishes of the student. In one year 1,000 companies send recruitment cards to Tanashi Industrial High School, a ratio of virtually 5 companies to every senior seeking employment. The cards are bound in some 26-27 volumes. From the point of view of the school, not all requests are appropriate for their graduates whose majors are machine, architectural design and construction. The school feels its graduates should be placed in jobs in manufacturing, in electricity related companies, in automobile production, in other words, in jobs related to their school training. Companies like those are earmarked by the school, and given special status in their information system. A separate file of those companies' current pamphlets is also maintained and color coded by the majors for which the jobs are intended. When all seniors have been placed, or at the end of the school year, the old pamphlets are removed. The students are asked to look at the recruitment cards and pamphlets to help decide which companies would suit their interests and aspirations for employment.

The recruitment cards from other sectors, such as the food business, are maintained in separate files and any additional information sent from such companies is disposed of in an effort to keep students concentrating on the jobs for which they have been trained. University and specialized school announcements are also available in a separate file. Other compendium publications contain facts about specialized schools. Extra copies of such volumes are given away to students.

One of the guiding principles in job placement by the school and in selection of majors by

students is that graduates should enter jobs for which they have had specific training. Some exceptions exist but are limited to the following type of case: A construction company puts in a request for a machine student because the kind of worker needed is one who can adjust and repair equipment. Thus, even though a company would normally take construction majors, it needs a student from the machine section. The machine graduates are in great demand since every kind of company needs to repair, adjust and maintain its machines. However, machine students are usually reluctant to try such offers and tend to prefer factories, typically in the automobile industry. Another example might be of a request for a machine major by a department store for work in elevator/escaltor/boilermaintenance.

Only a few students apply to become civil servants, less than 10 per year. The recruitment test is more difficult than the usual company exam and the total number of applications is relatively large. Twenty years ago nearly twenty students each year entered either city level or national level bureaucracy. Civil service jobs are also normally connected with majors in high school, normally in the areas of architecture, construction or public works.

Thus crossing over and switches can occur, but for the most part students are placed in jobs relating to the majors they have had in high school. Other cases can be cited where graduates have chosen to take jobs as cooks in restaurants or as bell boys in hotels, but such cases are truly an exception.

Not until 1 October does the season for entrance examinations to companies begin, a restriction that is determined by law.

Most students would like to enter the famous, larger more powerful companies and so are generally in agreement as to which companies they would like to enter. The school is often faced with the following problem.

A company has an announcement that it wants one student from Tanashi; however, three students have indicated that they would like to work there. The school then must decide which student will be the one to take the entrance test. There is a discussion between the three students' homeroom teachers and the placement counselor. In the end the school officials decide who will take the test. A special word exists to describe this internal selection process, koonai senkoo. Occasionally when two students are both exceedingly interested in a company which has advertised for only one, the school will allow both to take the entrance test. In such a case, one of the two is certain to fail.

Permission to take an entrance exam from a school does not guarantee that the student passes or has assurance of employment. Passing the exam is equivalent to permission to begin work as of the following April on the part of the company and to the informal decision on the part of the student to choose that company for employment. Almost every exam includes a personal interview, a written exam, a physical and a composition test. The composition, more than testing ability to write, is used to assess the attitudes and feelings of the students toward their future jobs. Some companies administer an IQ test as well. In November a definitive pledge to work is signed after all tests have been passed and even then, the rare instance of a student withdrawing a promise of employment might occur.

If students fail then they must choose new companies and take second examinations. The examination period begins on 1 October and by 10 October most students have taken at least one exam

and know the results. At Tanashi Industrial High school 75-76% of all applicants succeed on their first try at an entrance exam. The remainder have to try on a second or third.

By the time of the second round of examinations, most famous first-choice companies have filled their quotas so the quality of the companies left to choose from drops considerably. Those companies who have not yet filled their quotas contact the school directly by mail or by phone. That information is rechecked by the school and students are informed. The undecided students then choose the next exam. Some companies do not send out the information fast enough to the schools, and when a student inquires about a company not listed on the second round of exams, the school contacts the company directly to find out the current situation. If the company still has openings then the student is free to try its exam.

By the middle of November more than 95% of a senior class who desire to find employment have decided on a firm. The remaining 5% are still in the process of taking the second or even third entrance examination. It is also possible for a student to be wavering between continuing education and taking a job.

Still other students have not taken steps toward either continuing their education or seeking employment. These students are likely to take the path of arubeito or part time work, at least until something better comes along. The student might use any one of a number of ways to find a part time job--to ask directly at a company, to look in one of the various guides or in a newspaper, to ask friends or relatives, to inquire via PESO. Again, the quality of a job, pay and working conditions found in this way will not be as high as for a job found via the school.

It is unlikely that a student can enter a good company much later than after the first round of company exams. The school assumes responsibility for helping students to find jobs until May, or approximately two months after graduation on 10 March. After that time, schools are prohibited by law from aiding students in their employment search. Two months after the date of graduation from high school the school ceases to have any connection or responsibility for getting a student a desired job.

Once students have signed their pledges and entered companies the question remains as to how long they will remain there. It is a known statistic that 40% of those placed quit within 3 years of starting. This situation is very different from that of twenty or more years ago when the trend for most was to remain in companies for the duration of their working life. A company might also go out of business necessitating a new job. Former high school placements then find employment at another company on their own using newspaper advertisements, job search books, PESO or another method. PESO operates on a year round basis and offerings of new positions are always available.

The other 60% continuing working beyond the first three years, but it is not clear how many will actually remain with the same company until retirement.

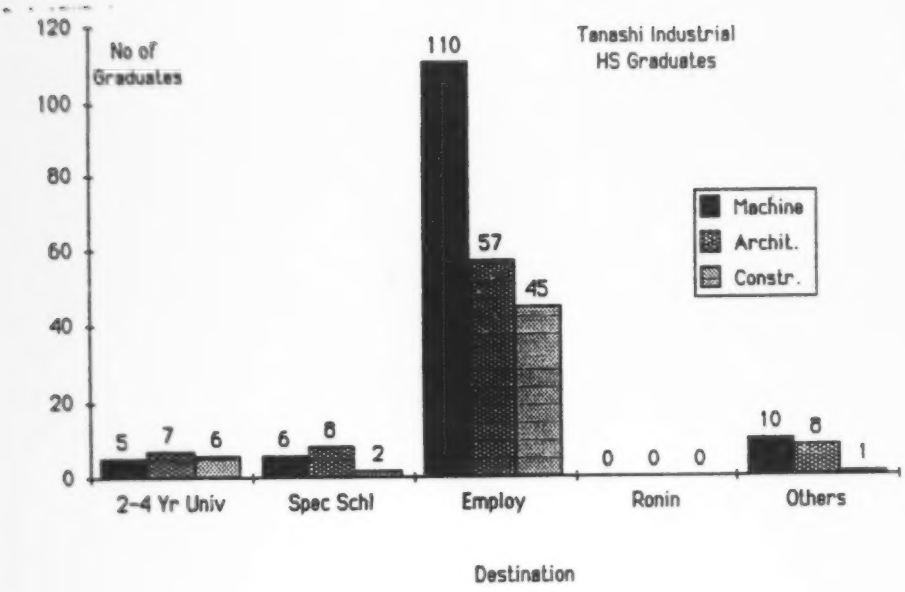

Figure 1: Graduation Statistics for Tanashi Industrial High School, 1983 (Tanashi Yooran, 1984, p. 21).

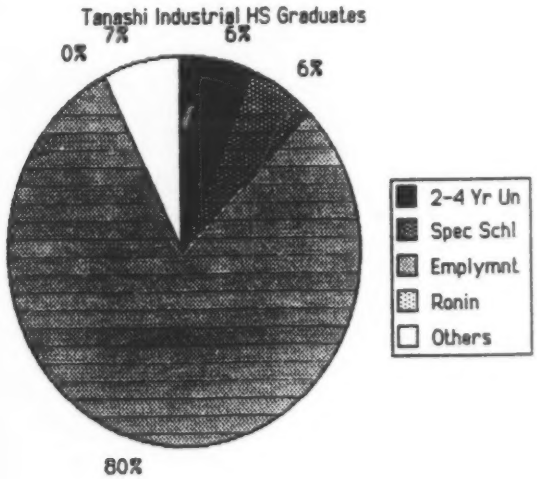

Figure 2: Graduation Statistics for Tanashi Industrial High School by Per Cent, 1983 (Tanashi Yooran, 1984, p. 21).

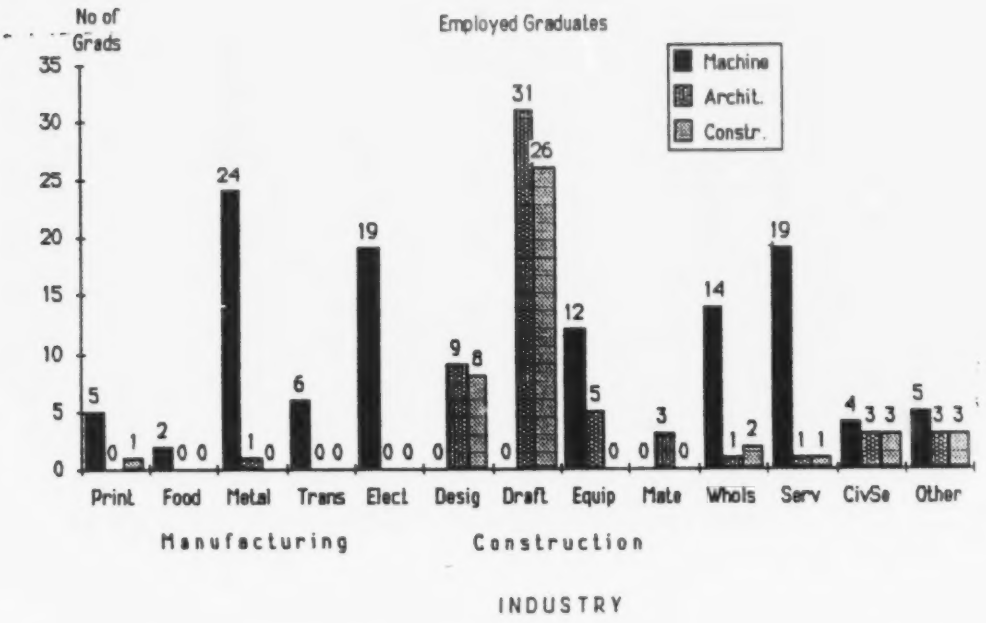

Figure 3: Distribution of Employed Graduates by Industry Type for Tanashi Industrial High School, 1983 (Tanashi Yooran, 1984, p. 21).

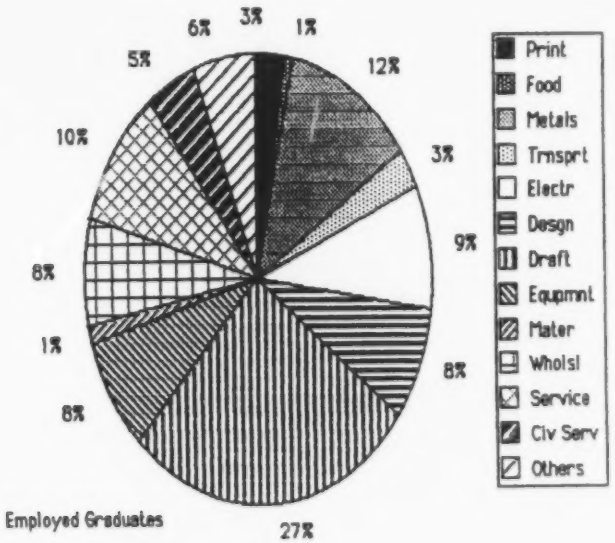

Figure 4: Percentage Distribution of Employed Graduates by Industry for Tanashi Industrial High School, 1983 (Tanashi, Yooran, 1984, p. 21).

INTERVIEW WITH 7 MACHINE STUDENTS
AT
TANASHI KOOGYOO KOOKOO
(TANASHI INDUSTRIAL HIGH SCHOOL)
TANASHI-CITY, TOKYO

I interviewed 7 students, Takebana-san, Wada-san, Gotoo-san, Hanata-san, Hayashi-san, Katoo-san, and Shigeoka-san, all members of the machine curriculum, at Tanashi Industrial High School. The interview with these seniors was completed after company entrance examinations had been taken and represent the reactions of seniors whose immediate future is decided.

Takebana-san, 18 years old and the only female I interviewed at Tanashi, lives in Higashi Murayama City (to the north and west of Tanashi City) with her parents. In April she will begin a job working at Tachikawa Spring Company making car seats.

Wada-san, 18 years old, lives in Higashi Kurume City (to the north and west of Tanashi, but east of Higashi Murayama City) with his parents. He will in April begin a drafting job at Hitachi TelecommunicationsSystemsCompany.

Gotoo-san, 18 years old, lives in Nerima-ku (east of Tanashi) with his parents. He wants to do a job wiring electrical circuits if he does not get into Tookai Junior College.

Hanata-san, 18 years old, lives in Higashi Kurume City with his parents. In April he will begin a job dealing with the printing of books at Toppan Printing Company.

Hayashi-san, 18 years old, lives in Higashi Kurume City with his parents. In April he will begin a job in machine and camera manufacturing at Konishiroku Camera Company.

Katoo-san, 18 years old, lives in Mitaka with his parents. In April he will begin a job in bearing manufacturing at Koyoo Seiko Company.

Shigeoka-san, 18 years old, lives in Nakano-ku (considerably to the east of Tanashi) with his parents. In April he will begin a job in car and truck manufacturing at Hino Motors.

Have you decided where you will be working next year?

Takebana-san: Yes.

Wada-san: Yes.

Gotoo-san: No.

Hanata-san: Yes.

Hayashi-san: Yes.

Katoo-san: Yes.

Shigeoka-san: Yes.

How did you decide on your jobs?

Takebana-san: I looked at the materials available in the counseling room. I didn't want to ride a crowded train in the morning so I first decided where I would like to work and then decided on the job.

Wada-san: I wanted a job where I would use my brain so I chose drafting. I also wanted a job not too far from my home. With these two limitations I was able to narrow my choices.

Gotoo-san: If I search for a job, I will talk to my teachers and look at pamphlets and will decide after discussion.

Hanata-san: Working at a printing company means working in shifts, but the company I have chosen only works on 2 shifts rather than the usual 3. In a company with 3 shifts, my life would always be changing and I didn't want that. I prefer a company with only 2 shifts and chose it based on those criteria.

Hayashi-san: I talked to my parents and teachers and had always wanted to work in a large company. It was also important that many Tanashi graduates were already employed at the firm.

Katoo-san: I wanted a firm that was located in a quiet environment. Though bearings are a modest business, I think it is a growing one.

Shigeoka-san: I wanted most of all to work at a company that manufactured cars, especially one that included trucks. There are many companies that make trucks, like Mitsubishi, but the largest is Hino.

When did you know that you wanted to find a job after high school graduation and not continue on to further schooling?

Takebana-san: I knew probably from the time I was in elementary school. I knew for certain that I wanted to find a job upon graduation from high school by the first year in middle school. I had no desire to attend university.

Wada-san: In my second or third year of middle school, I decided to go to an industrial high school. Included in that decision was the decision to find a job upon graduation.

Gotoo-san: Before I entered high school I thought I wanted to find a job after graduation. My grades in this high school have been higher than I expected and I contemplated going to 2 year college. I have taken an entrance exam but don't know the result.

Hanata-san: From the time I was a second year student in middle school, I wanted a job after middle school graduation. My parents were against me starting a job then and asked me to finish high school.

Hayashi-san: I knew I wanted to find a job after high school from the time I was a third year middle school student.

Katoo-san: I had absolutely no desire to go to 4 year university. Around my first year in middle school I decided that I wanted to find a job after high school.

Shigeoka-san: In middle school my grades weren't very good, and I decided that at any rate I wanted to work after high school.

Did you often talk to your counselors or teachers about finding a job? What did you talk to them about?

Takebana-san: I didn't talk so much to the counselors but rather to my homeroom teacher who was familiar with the company I was interested in. He introduced me to this company; in fact, until last year my homeroom teacher was one of the counselors at Tanashi.

Wada-san: I looked at pamphlets that were available in the counseling room and for the most part decided for myself. I didn't talk to the counselors much at all.

Gotoo-san: I looked at the pamphlets and lists in the counseling room, and found an appropriate company that suited my interests. I also wrote letters requesting materials be sent to me. I didn't really use the counselors very much.

Hanata-san: I looked at the pamphlets that came to the school and decided for myself. I did

talk to the teachers and counselors but in the end the decision was mine.

Hayashi-san: I didn't talk so much to the counselors, but talked to my homeroom teacher. I also looked at the materials available in the counseling room.

Katoo-san: My homeroom teacher didn't know very much about the kind of work I was interested in, but the counselors did and they helped me find an adequate company.

Shigeoka-san: I didn't talk much to the counselors and really only wanted to enter Hino. It was my only choice.

What kind of advice did your homeroom teachers or counselors give you?

Takebana-san: At the mock interview session we had at the school my teacher explained many things to me. For instance he told me about how to enter a room, how to sit, how to speak and what to talk about.

Wada-san: At the mock interview, I was told about how to make formal greetings, about good posture, and how to sit on a chair.

Gotoo-san: I haven't received any advice about interviews or anything else since I entered high school. During middle school we had mock interviews to prepare us for entering high school where I got advice from my teachers. I thought of the advice in high school for myself and didn't listen to my teachers.

Hanata-san: I had an mock interview where I was told about formal greetings and posture. When I was asked about my hobbies, I said self study was my hobby. Then I was asked to tell what authors I liked the best. In that way I prepared for my entrance exam.

Hayashi-san: At the mock interview I was told to speak up clearly.

Katoo-san: I was told about my use of language and how to answer certain difficult questions during the mock interview.

Shigeoka-san: During the mock interview I was told not to mumble, to speak up clearly.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

Takebana-san: My parents told me to take responsibility for my own future. We didn't talk muchtogether.

Wada-san: I didn't talk to my parents very much. Once I had decided where I was going to try to find a job, I showed them my list of 5 companies. Then I decided exactly which one I would choose.

Gotoo-san: I wanted to go to university but money is a problem. If I were to go to college I would need to do a part time job along with studying. I knew that I didn't want to involve my parents in such problems so up to now I have decided for myself.

Hanata-san: I decided where I would try and told my parents which company was my choice.

Hayashi-san: I picked out several companies I was interested in and showed the list to my parents. We talked about the possibilities and then I decided.

Katoo-san: I told my parents where I was trying to get a job. Otherwise, I didn't talk to them.

Shigeoka-san: I decided what I would do here at school and then told my parents.

Did you study for the entrance exam?

Takebana-san: I tried to figure out my own IQ by testing myself. I am taking a course in writing as an elective this year and in that class I practiced composition writing.

Wada-san: I didn't do any special practice. I went to the test and passed it. I knew that there would be no composition on the entrance exam so I didn't have to practice. On the IQ test there were sections on Japanese and mathematics, but they were very simple. I did glance at a Japanese language practice book and practiced with opposites.

Gotoo-san: The entrance tests to the companies I would be interested in include only an interview and short composition. In order to be able to write a short composition, I have kept a diary, read the newspaper, and kept track of current events. Just before the exam I will try to imagine the topic that would be on the test and try to write something. I have showed practice compositions to my teacher and received comments. The college exam included a section on electronics, English and mathematics and I studied for all parts.

Hanata-san: I didn't do any special studying or practice. I did look at an entrance exam practice book, but I didn't try many problems.

Hayashi-san: I didn't have a test on any specific knowledge so I didn't do any studying.

Katoo-san: I completed all the problems in a practice book over summer vacation and I practiced for the composition test by writing on 5 or 6 themes. The entrance exam contained sections on Japanese, social science and mathematics so I studied those sections. I practiced the problems I couldn't master the first time many times over.

Shigeoka-san: The entrance test was only on points related to my field of study, machines, so I bought a practice book on the subject and looked over it.

How many entrance exams did you take?

Takebana-san: I only had to take one entrance exam.

Wada-san: I only had to take one entrance exam.

Gotoo-san: I haven't yet got the results from my college application. When I do, I will know if I have to take a company exam.

Hanata-san: I only had to take one entrance exam.

Hayashi-san: I only had to take one entrance exam

Katoo-san: I had to take two exams. I took the second exam 24 days after the first. In between I looked at the practice exam book again.

Shigeoka-san: I only had to take one entrance exam.

How do you feel right now as you look at the job you are about to begin?

Takebana-san: The company is the one I had wanted to enter. When I visited the company, I found the atmosphere very good and am happy I chose Tachikawa Spring.

Wada-san: When I went to visit the company, I saw that they only did drafting and were relatively small, a fact I didn't like so much. However, they are attached to the larger Hitachi group so I am very happy I chose them.

Gotoo-san: The two year college I have chosen gives freedom to its students and I will be very happy there.

Hanata-san: At Toppan I will be able to do the job I want to do in printing. I am very happy and want to get to work as soon as possible.

Hayashi-san: I have really wanted to enter Konishiroku from the beginning and am very relieved that the decision is final.

Katoo-san: I had a list of 5 possible companies I wanted to work at, but 4 of them for one reason or another weren't hiring this year. I failed the entrance exam at one of the 4. This is my last choice and I am relieved.

Shigeoka-san: I will be working at Hino Motors. It was my first choice and I am relieved and elated beyond words.

What exactly will you be doing at your company? What will be the content of your job?

Takebana-san: I will be making car seats. I will be involved in making one or more of the parts of the seat. I may also have to do a certain amount of office work.

Wada-san: I will only be doing drafting. That is all the company does. Maybe I will have to bit of regular office work.

Gotoo-san: I like circuit wiring and will study that at college or enter a company that does that kind of work.

Hanata-san: At the company they are doing engraving, printing and manufacturing, but I think I will be doing printing. Of course, it is not certain exactly in which section I will be working. I may not be able to do the work I want.

Hayashi-san: I will either be involved in making cameras or copy machines. At that plant all they make is cameras and copiers. At other plants other goods are produced.

Katoo-san: I will be making the bearings that the company produces. The company also does sales, but I doubt that I will be connected with that.

Shigeoka-san: The company makes cars and has a number of plants. I don't know which plant I will be attached to, but I will be in production at first. After some time I will take a test and it is possible to advance above the production level.

What kind of special skills do you think you will need to work at your job? Are these skills you learned at Tanashi?

Takebana-san: I have only seen plans for my work, but I suspect that I will have to use machines of some sort and have to know about computer programming. I have learned programming in school so I think it will help.

Wada-san: I will be drafting at work and that is the only skill I will need. I practiced drafting every week at school, so I think I have learned the basics.

Gotoo-san: I didn't do any electric circuit wiring in this school, so I plan to study that first in college and then on the job.

Hanata-san: I will need printer's skills and have not learned such skills at this school. I will learn on the job.

Hayashi-san: I will be working in the manufacturing of machinery and have learned these skills here in high school.

Katoo-san: I will be working in manufacturing and believe what I have learned in school will help me in my job.

Shigeoka-san: I believe I have learned all the basic skills here in school that I will need to do

my job. The special aspects of the job will also require me to study and earn a license at work.

Is there some kind of training you would like to have added to the Tanashi curriculum to make yourselves more prepared for jobs?

Takebana-san: I can't think of anything off hand, but the machines in our workshop are very old. Maybe they could be replaced with newer equipment.

Wada-san: I can't think of anything.

Gotoo-san: I am a student in the machine section. We have personal computers, but only small ones. It would be good to have some more powerful models.

Hanata-san: I would like to have more time with the computers we do have.

Hayashi-san: I can't think of anything.

Katoo-san: I would like to know more about information management.

Shigeoka-san: Many companies are being automated. It would be good to have a large computer at school to help us understand machine automation.

How long do you think it will take you to settle in to your jobs?

Takebana-san: I will have a training period of about 3 months, but I am sure it will take longer than that. I can't really tell until I try the work myself. I think it will take longer than a year to feelcomfortable.

Wada-san: There will be a training period of about 1 to 3 months. About a month after the training period I should have settled in.

Gotoo-san: I think I will have adjusted to life at the school after about a year there.

Hanata-san: The training period lasts for 50 days. I will be assigned to my work group and after about a year I should have settled in.

Hayashi-san: I have to enter the company and work at the job myself in order to know how long it will take.

Katoo-san: The actual job is very simple and repetitive, so I think it will only take me a month to settle in.

Shigeoka-san: The training period lasts for one month. After that I will be assigned to the production line and the work is complicated. I think it will take me a year and a half to settle in.

How will your lives change when you get jobs?

Takebana-san: I will be earning money for myself and will be able to live more independently of my parents.

Wada-san: I will have to do overtime and will get home at 8:00 or later so I will not be able to watch my favorite TV programs.

Gotoo-san: I will become a more settled person when I have a job.

Hanata-san: When I have a job, I will have less free time.

Hayashi-san: I don't think my life will change that much, but the time I get home from work will be much later than when I was a student.

Katoo-san: The job is done in shifts so working will make my life more scattered.

Shigeoka-san: The commute to the job will take between one and 2 hours and will upset my lifeconsiderably.

What will you do with the salary you receive?

Takebana-san: I will receive about ¥100,000 per month. I will spend some on food and give money to my parents. I would like to buy a car and get a license so I will spend money on that. What is left I will use as pocket money.

Wada-san: I will give ¥20,000-¥30,000 to my parents. With the rest I will pay back the loan on the car I want to buy. Beyond that I don't know what I will do with my salary.

Gotoo-san: I will spend the money to support myself and my family. The rest I will spend onentertainment.

Hanata-san: I will give my salary to my parents and will receive pocket money from them.

Hayashi-san: I will give half my money to my parents and save the other half or spend it on something else.

Katoo-san: My very first pay check will be spent on whatever I want. After that I will save half of what I earn and spend the rest on myself.

Shigeoka-san: I will give ¥20,000-¥30,000 to my parents and the rest I will spend as I like.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

Takebana-san: My initial salary will be ¥110,000, and I will receive ¥100,000 after tax. In addition I will receive overtime for the extra hours I work and the average monthly salary seems to be about ¥150,000. My first bonus will be about ¥70,000 in the summer followed by ¥320,000 in winter. I don't know about yearly increases.

Wada-san: I will receive just under ¥100,000. The increases will be ¥4,000 per year. The bonuses will be 4 months of salary given twice a year once I become a full-fledged company employee.

Gotoo-san: I would like to enter a company that pays ¥120,000- ¥130,000 per month. Beyond that I don't know.

Hanata-san: My basic salary will be ¥110,000 per month. If I work on the night shift, it will increase to about ¥130,000 per month. After the first year I will get an extra ¥10,000 in my pay. I don't remember anything about bonuses.

Hayashi-san: I will receive about ¥100,000 per month in salary. My pay will increase by ¥13,500 per year. The bonus at first will be 2.9 months salary and will increase to 4 or 5 months twice a year after I become a full-fledged employee.

Katoo-san: My basic salary will come to ¥94,000, but I will earn ¥110,000 to ¥120,000 because of overtime. The yearly increases will be ¥10,230 per year. The first bonus will be about 2.3 months. After that the bonus will increase to 4.8 months twice a year.

Shigeoka-san: I will receive about ¥110,000 per month. The bonus will be 2.9 months at the beginning and increase to a total of 5.6 months after one year. The salary will increase by about ¥10,000 per year.

Do you think you will be able to live independently of your parents?

Takebana-san: At first I will have many expenses and my salary will be small. If I live away from home I will not be able to buy what I want. I would like to save some money and then try to live on my own. I think that I will be living at home until I get married.

Wada-san: I think that living at home costs the least amount of money, so I will live at home.

If I get married, I will live away from home.

Gotoo-san: I want to live on my own after I have married.

Hanata-san: If I live on my own, I will not get proper nutrition so it is better for me to live with my parents. I have no intention of trying to live on my own until I get married.

Hayashi-san: I will live independently when I get married.

Katoo-san: I will be living in a company dormitory so I am worried about my financial resources. The dormitory costs won't be that large, only about ¥5,000 per month. I will be responsible for determining how to use my money and am worried about that.

Shigeoka-san: It will take me a long time to get to work so I would like very much to find an apartment near my company. There is a dormitory but I am not enthusiastic about living there.

Do you want to stay in the company you have chosen until you retire? How long do you plan to stay at your first job?

Takebana-san: I would like to marry and don't think the a job as a housewife goes well with a work in a company. I would like to work until I have a child.

Wada-san: I want to work at the same company until I retire.

Gotoo-san: I want to work at the same company until I retire.

Hanata-san: I want to work at the same company until I retire.

Hayashi-san: I want to work at the same company until I retire.

Katoo-san: I want to work at the same company until I retire.

Shigeoka-san: I want to work at the same company until I retire. This is Japan and opportunities for getting a better job if one quits are rare.

In 5 years time what do you think you will be doing?

Takebana-san: I think I will still be working at the same job. I will have learned my job and find it fun.

Wada-san: I will be drafting every day. I may find the work fun or boring, I don't know which. I will be continuing at the same job.

Gotoo-san: In 5 years, I hope I will have a job, be working, and be settled in that job.

Hanata-san: I think I will have mastered the machines in my department in five years time.

Hayashi-san: I think I will be very settled and be able to do my work well.

Katoo-san: In five years, I will be teaching new employees how to do their work.

Shigeoka-san: My company has factories overseas and in 5 years time I would like to be working at one of them.

How old would you like to be when you get married?

Takebana-san: I would like to marry by the time I am 24.

Wada-san: I would like to marry before I am 30.

Gotoo-san: I don't know if I will be unmarried or married. If I do marry, I would like to before I am 30.

Hanata-san: I would like to marry by the time I am 30.

Hayashi-san: I would like to marry at around 25 or 26.

Katoo-san: I would like to marry when I am about 28.

Shigeoka-san: If I find a mate, I would like to marry by the time I am 30.

What will you be doing when you are 31 or 32 years old? A job? Interests?

Takebana-san: I will have children and be involved in housework.

Wada-san: If I haven't been able to marry, I will be worried.

Gotoo-san: I feel I will be living an average life.

Hanata-san: I do not know what I will be doing until I am that age.

Hayashi-san: I think I will be living an average life.

Katoo-san: I think I will be living an average life.

Shigeoka-san: I will have children and have a certain amount of responsibility at work.

INTERVIEW WITH 7 ARCHITECTURAL AND CONSTRUCTION STUDENTS AT TANASHI KOOGYOO KOOKOO (TANASHI INDUSTRIAL HIGH SCHOOL) TANASHI-CITY, TOKYO

I interviewed 7 students, Oohama-san Kaneko-san, Itoo-san, Yokoyama-san, Ichikawa-san, Nishida-san, and Hara-san at Tanashi Industrial High School. The interview with these seniors was completed after company entrance examinations had been taken and represents the reactions of seniors whose immediate future is decided. All are males and in either the architecture or construction department at Tanashi.

Oohama-san, 18 years old and a student in the construction department, lives in Koganei-city (just south of Tanashi) with his parents. He wrote that he would begin a job at Watanabe Ichi Construction Company in Suginami-ku in April.

Kaneko-san, 18 years old and a student in the architecture department, lives in Higashi Kurume City (north of Tanashi) with his parents. He indicated that he would begin a job at Sanwa Building Company in Shinjuku-ku in April.

Itoo-san, 18 years old and a student in the architecture department, lives in Chofu City (quite a bit south of Tanashi) with his parents. In April he will begin a job at U & A City Architecture Firm.

Yokoyama-san, 18 years old and a student in the architecture department, lives in Nerima-ku (east of Tanashi) with his parents. He wrote that he would begin a job at N. K. Home Company in Shibuya-ku in April.

Ichikawa-san, 17 years old and a student in the construction department, lives in Kiyosei City (west of Tanashi and north of Higashi Kurume City) with his parents. In April he will begin a job at Tokyo Gas Company in Minato-ku (center of the city).

Nishida-san, 17 years old and a student in the construction department, lives in Nakano-ku with his parents. He indicated that he would begin a job at Dainichi Engineering Works Company in Hachioji City (the very western outskirts of the city of Tokyo) in April.

Hara-san, 17 years old and a student in the construction department, lives in Musashino City (south of Tanashi) with his parents. He had wanted to become a civil servant, but failed the entrance examination. Instead in April he will begin to study at Japan Engineering Specialized School.

Have you decided where you will be working next year?

Oohama-san: Yes.

Kaneko-san: Yes.

Itoo-san: Yes.

Yokoyama-san: Yes.

Ichikawa-san: Yes.

Nishida-san: Yes.

Hara-san: No. I will not be working next year, but will be attending Japan Engineering Specialized School.

How did you decide on your jobs?

Oohama-san: A graduate of Tanashi who presently works at Watanabe told me to join him there. I did some work there and liked it, so I decided I would like to work there after graduation. Afterward I notified the school and found the recruitment card and pamphlet in the materials available at Tanashi.

Kaneko-san: I asked my architecture studies teacher and looked through the recruitment cards and decided.

Itoo-san: I looked at recruitment cards and decided on which company would be the best one. I didn't talk to my teachers.

Yokoyama-san: I looked at recruitment cards, asked the architecture studies teacher and decided.

Ichikawa-san: The placement counselor told me about the company and we talked. I thought about the possibilities and decided.

Nishida-san: My counselor told me about the company and I liked his idea.

Hara-san: I looked at the guidebooks for specialized schools and decided on the one I would attend by myself.

Did you use the counseling room? If you did, for what purpose?

Oohama-san: I only looked at recruitment cards.

Kaneko-san: I only looked at recruitment cards. I looked for pamphlets but there weren't any for companies I was interested in.

Itoo-san: I only looked at recruitment cards.

Yokoyama-san: I only looked at recruitment cards.

Ichikawa-san: I didn't go to the counseling room until after I had decided on the job.

Nishida-san: I looked at recruitment cards and the files with pamphlets and other materials to find out what kind of work companies did.

Hara-san: I looked at a book which described all the specialized schools available and then looked at the school's guidebook which had also been sent to Tanashi.

Did you often talk to your counselors about finding a job? When did you start talking to them?

Oohama-san: The teachers began talking to us about employment during the first semester of our senior year. I didn't really talk directly to my teacher or counselor. My parents, teacher and I had a conference in the summer of my senior year. We talked, but I had already decided where I was going to work.

Kaneko-san: I first started talking at the end of my junior year. My teacher helped me with mock interviews. At the time of the parent-teacher conference in the summer I had already decided on the one company I was going to try. After that I didn't talk to my teachers or counselors.

Itoo-san: In my case, I want to become a technical expert so I looked at the recruitment cards that came for architecture companies. In October the recruitment card came for the company I wanted to enter. I didn't talk so much to my teachers.

Yokoyama-san: I was late in deciding. Up to the time of the parent-teacher conference I was still unclear in my own desires but they became clearer after the conference. Then I decided.

Ichikawa-san: At the parent-teacher conference in the summer my counselor told me about the

company I am now going to enter.

Nishida-san: After the final exams at the end of July, I was told about the company that I am now going to enter.

Hara-san: At the beginning of this year, I talked to my counselor about my possibilities and decided on becoming a civil servant or attending specialized school.

Did you fill out any papers in regard to getting a job and hand them in to your counselors?

Oohama-san: I filled out a card about my choices, and after I had decided on my job I filled out a preliminary transcript and handed in to my teacher for certification and an official seal.

Kaneko-san: Before I took the entrance exam I filled out my personal history. After the entrance test I filled out a paper in which I was asked to describe the kind of questions asked on the entranceexam.

Itoo-san: I only filled out my personal history and handed it to my teacher.

Yokoyama-san: Before the entrance test I filled out a personal history. After the entrance exam I filled out a paper where I described the kind of questions asked on the entrance exam.

Ichikawa-san: Before the entrance exam I filled out a personal history. After that I filled out a card for the PESO office.

Nishida-san: Before the entrance exam I filled out a personal history. After the exam I handed in a card describing the job I had obtained.

Hara-san: I filled out a tentative transcript form for my teacher and filled out a form describing the school I had chosen.

What kind of advice did your homeroom teachers or counselors give you?

Oohama-san: We had a mock interview in September in one of the architecture classrooms. I was told about how to enter a room, how to make a formal greeting and about maintaining a proper attitude during the interview. We also talked about what the content of questions would be at the real interview.

Kaneko-san: I was told to be careful how I dressed during the interview. That is all.

Itoo-san: I don't remember being given any advice. I went to the entrance exam and took it.

Yokoyama-san: I was told about my use of words and attitude. Part of my attitude included how I gave greetings and whether or not I spoke directly to my interviewer. I wasn't told anything else.

Ichikawa-san: I was told about my attitude and use of language. When I was asked a question, I should be ready to answer with words I had prepared beforehand.

Nishida-san: I was told about my attitude and use of language. I was told to be prepared for a design test and was told to be ready for a test on everyday kanji(Chinese characters).

Hara-san: I was told to be careful of my dress and attitude when I went on a tour of the school. I only had to submit papers to be accepted. There was no entrance exam.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

Oohama-san: I did talk to them about where I was going to work. It was a bit like a notification.

Kaneko-san: I did talk to them. At the end of my first year in high school I told them about the kind of job I wanted to do. At the beginning of the third year I told them about the job I had chosen.

Itoo-san: I told my parents where I was going to work. My parents looked at the recruitment card and approved of the choice.

Yokoyama-san: Every time I sat down with my parents we talked about the process of finding a job. In the end I found a job that I liked.

Ichikawa-san: My parents told me to find a job at a company I liked. They didn't talk to me much about my choice.

Nishida-san: My parents told me to choose a job at a company I wanted to enter. I followed their advice and decided.

Hara-san: I talked to my parents at length about what I wanted to do. They agreed with my decision to try the civil service test or go to a specialized school.

Did you study for the entrance exam? What was the content of the exam?

Oohama-san: I did no study. I only had an interview.

Kaneko-san: The test was general knowledge. I went to a bookstore and bought a practice book for general knowledge. I studied every day.

Itoo-san: I didn't study for any parts of the exam or interview. I decided just to go in and take the test.

Yokoyama-san: I had a test but did no preparation. I just went in and took the test.

Ichikawa-san: I had a written test which included mathematics and an interview. I practiced for the interview at school. I also bought a book with math problems and solved them to get ready.

Nishida-san: I had no test at all, and so needed no preparation.

Hara-san: For the civil service test I bought several reference works and studied all the subjects I had had in school and my major field of study. I tried working all the problems, but I failed. The test was difficult and done in mark sheet style. I have tried taking mark sheet tests (computer scored tests) before but I find them difficult.

Did you enter your first, second or third choice company?

Oohama-san: I entered my second choice. A recruitment card for my first choice did not come to the school so I choose the second.

Kaneko-san: I had only one choice from the beginning. I took the test and passed.

Itoo-san: I entered my first choice.

Yokoyama-san: I entered my first choice company.

Ichikawa-san: I entered my first choice company.

Nishida-san: I entered my first choice company.

Hara-san: My first choice was to become a civil servant so I tried the civil service exam, but I failed. I had thought about both possibilities. The test was in October and after that I firmly decided to attend a specialized school. My second choice was to enter a specialized school.

How do you feel right now as you look at the job you are about to begin?

Oohama-san: I have no particular feelings. I will enter a company and that is normal. I had choices and narrowed them down. Now I am going to start working.

Kaneko-san: Now that I have decided, I am resolute to keep working without taking time off.

Itoo-san: I feel that I am at last at peace.

Yokoyama-san: I want to graduate as soon as possible and start working.

Ichikawa-san: I have succeed in entering one company and am greatly relieved.

Nishida-san: I have entered a company, want to work with all effort for it and save as much money as I can.

Hara-san: I want to graduate as soon as possible and start my new studies.

What exactly will you be doing at your company? What will be the content of your job?

Oohama-san: I will be involved in administration of work going on at the construction site.

Kaneko-san: For one year, I will be studying at the company the content of my job. After that I will be working as a normal employee in the building of buildings with special construction methods.

Itoo-san: For the first year, I will be learning the content of my work. I will be cleaning up desks and serving tea to people and doing various kinds of work. After the second year I will be doing my real job designing reinforced concrete apartment houses, schools, hotels and hospitals.

Yokoyama-san: I don't exactly know what I will be doing at my company until I start to work there. I will probably be working as a stone mason.

Ichikawa-san: I will be working at a gas company and will be working in the gas pipe laying section.

Nishida-san: I will be preparing land for later construction of buildings. I will attempt to carry out the plans that have been drawn up by the administration for work to be done at the constructionsite.

Hara-san: I will enter a specialized school for training people in engineering science. I will study computer hardware for two years and find a job in the computer industry. The specialized school will help me find that job.

What do you need to be aware of once you start your jobs?

Oohama-san: I don't think there will be anything to be aware of.

Kaneko-san: I don't think there will be anything to be aware of.

Itoo-san: I will have people above me and will have to be aware of my use of language.

Yokoyama-san: I am sure there will be things to be aware of, but until I start working I don't know what those will be.

Ichikawa-san: I wonder if I will be able to handle personal relations, especially in dealing with people in positions above me.

Nishida-san: I will have to learn to deal with people in my office.

Hara-san: I don't think there will be anything to be aware of.

Will you have a training period after you enter your company?

Oohama-san: From the discussions I have had, there does not seem to be any training period. I will begin actual work right away.

Kaneko-san: I will have a training period of one year and will be studying.

Itoo-san: There is no special training period.

Yokoyama-san: The training period will be from one to 2 months.

Ichikawa-san: The training period will be 6 months. I will be trying my hand at the various kinds of work the company does.

Nishida-san: The training period will be 3 months during which I will be in the office and at constructionsites.

Hara-san: I will be studying full time at school.

What kind of special skills do you think you will need to work at your company? Are these skills you learned at Tanashi?

Oohama-san: I only have to use the skills I have learned at Tanashi. I don't think any more will be required of me.

Kaneko-san: I will be doing things I have not learned in school. I will not use what I have learned here, but must learn on the job. I think it will difficult.

Itoo-san: I have learned some of the skills I will need at school, but most of my job will include things I have not learned here.

Yokoyama-san: I will use what I have learned here but the teaching has hardly been enough. I will study by training at the company.

Ichikawa-san: I don't think I will need any special skills at work.

Nishida-san: My job involves measurement, planning, and drawing. Most of these skills I have learned at school.

Hara-san: At school I will learn something completely new, not connected with what I have learnedhere.

Is there some kind of training or machines you would like to have added to the Tanashi curriculum to make yourselves more prepared for jobs?

Oohama-san: I can think of nothing.

Kaneko-san: Nothing I can think of.

Itoò-san: I can't think of anything.

Yokoyama-san: I wish we had more time in the practical part of our training.

Ichikawa-san: Nothing.

Nishida-san: Nothing.

Hara-san: I wish the old machines in the workshop would be replaced with newer ones.

How long do you think it will take you to settle in to your jobs?

Oohama-san: At the earliest it will take 2 years to settle in, maybe more like 3 years.

Kaneko-san: I think it will take me 5 years to settle in.

Itoo-san: It will take me 2-3 years to settle in to my job.

Yokoyama-san: It will take me 2-3 years to settle in to my job.

Ichikawa-san: It will take me 3 years to settle in to my job.

Nishida-san: It will probably take me 3 years to settle in to my job.

Hara-san: After graduation from the specialized school, I think it will take me 2-3 years to settle in to whatever work I will be doing.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

Oohama-san: My salary will be ¥107,000. My bonus will be 4 months salary, but I don't know about salary increases.

Kaneko-san: My initial salary will ¥100,000 with bonuses of 4 months. The salary will increase only ¥4,000 per year.

Itoo-san: My salary will be about ¥90,000 and that isn't much. The first year bonus will be 2 months of salary. Bonuses after that will be 2 months of salary 2 times a year. The salary will increase by about ¥8,000 per year.

Yokoyama-san: The basic salary is about ¥130,000 and then there will be overtime, bringing my take home pay to about ¥140,000 per month. The first year my bonus will be 2.2 months of salary. After that the bonus will be 4.5 months of salary. Every year my salary should increase by about ¥10,000.

Ichikawa-san. My basic salary is about ¥110,000 per month. Bonuses will be 3.5 months salary for the first year. The salary will increase by about ¥4,000 per year.

Nishida-san: My basic salary is ¥110,000 per month. The total bonus should be about ¥1,400,000 per year. The increases are about ¥4,000 per year.

Hara-san: I will be attending school so money will be going out and not coming in. Two years of school are going to cost about ¥1,500,000.

What will you do with the salary you receive?

Oohama-san: I will give some money to my parents, save ¥2,000-3,000 and spend the rest.

Kaneko-san: I will give half my money to my parents. I will spend most and if some is left over, I will save it.

Itoo-san: I will give ¥20,000 to my parents for food and save about ¥10,000. I will spend the rest.

Yokoyama-san: I will give ¥30,000 to my parents to pay for food. They have instructed me to do this. I will spend the rest and if any is left over, I will put it in the bank.

Ichikawa-san: I will give ¥30,000 to my parents for food. I want to buy a car so I will have to use most of the rest to pay back the car loan.

Nishida-san: I will be living in a dormitory which will be paid for by the company and will spend most of the money on living and enjoying myself. I will only give ¥10,000 to my parents. I will save what is left for future travel.

Hara-san: I will receive money from my parents for studying. I am not going to go out much so that I will spend as little as possible.

Do you think you will be able to live independently of your parents?

Oohama-san: I could live away from my parents if I wanted to and if my salary increased a bit. I am a second son so I don't have to stay with them. It will take me 10 years to save the funds to be able to live independently.

Kaneko-san: I will live in a company dormitory so I will be independent of them. When I have the funds I will build my own house.

Itoo-san: I would like to live independently of my parents, but my salary will be small so for at least the first few years I will live with them. In the end I will be independent.

Yokoyama-san: I don't want to do laundry or cook my own food, so I will stay at home as

long as possible.

Ichikawa-san: The first 5 or 6 years I will not be able to live independently because my salary will be too small. When my salary is large enough, I would like to live on my own.

Nishida-san: In my house life is very strict and I wanted to live independently as soon as possible. I have chosen to live in a dormitory where I will stay as long as possible.

Hara-san: For the first two years I will be enrolled in school. After that I will have a job, but will probably stay at home for about 10 years until I have the funds to build a home of my own.

Do you want to stay in the company you have chosen until you retire? How long do you plan to stay at your first job?

Oohama-san: I haven't thought about staying to retirement. If I have earned qualifications, I may leave after 10 or 20 years.

Kaneko-san: I would like to stay until retirement.

Itoo-san: I want to stay at my job until I reach the highest qualification possible in building. Then I will be ready to break away and form my own construction company. It should take me 10 years to earn the qualifications.

Yokoyama-san: The company I will enter is a very stable one and as long as it remains so, I would like to work there.

Ichikawa-san: I will probably remain until retirement.

Nishida-san: I would like to stay for 10 years. After that I will decide what I will do next, but I don't know what that will be.

Hara-san: In my case, when I leave school, I hope to find a company that will employ me until retirement.

In 5 years time what do you think you will be doing?

Oohama-san: I will be working and be assuming responsibility in my company.

Kaneko-san: I may have advanced a bit in the company.

Itoo-san: In 5 years I will be about to take a major qualification test. If I have passed, I will advance to a higher level of work.

Yokoyama-san: If I am still working, I will be working hard.

Ichikawa-san: I will be holding my own in my job.

Nishida-san: I will have earned a certain level of qualifications at my job. I will have advanced to more a important level of engineering administration.

Hara-san: I will have entered a middle sized company and be working there.

How old would you like to be when you get married?

Oohama-san: If I have a good mate, I will marry. I don't think anyone will marry me, so I haven't thought about it.

Kaneko-san: I would like to marry before I am 30.

Itoo-san: I would like to get married when I am able to afford a wife, when I am about 30.

Yokoyama-san: I would like to get married when I earn enough to feed 2 or 3 people, when I am about 27-28

Ichikawa-san: I would like to marry before I am 30.

Nishida-san: I wouldn't mind marrying after I am 30, and only when I am able to take care of

a family.

Hara-san: I would like to marry before I am 30.

What will you be doing when you are 31 or 32 years old? A job? Interests?

Oohama-san: I will be working hard to feed and bring up my children.

Kaneko-san: I will have found my own identity.

Itoo-san: I will have children and be working hard to feed them.

Yokoyama-san: I will be doing all I can in every way for my job and my family.

Ichikawa-san: I will be married and have children and be working for them.

Nishida-san: I will be working and studying hard to save money.

Hara-san: I will be bringing up my family.

INTERVIEW WITH MR. NIREI
HEAD OF PLACEMENT
SAKURAGAOKA JOSHI KOOTOO GAKKOO
(SAKURAGAOKA WOMEN'S HIGH SCHOOL)
KITA-KU, TOKYO

Founded in 1924, Sakuragaoka is a private three year women's high school of approximately 1500 students located on the north side of Tokyo in Koto-ku. Its curriculum includes the same general studies curriculum offered at most public high schools and also an occupational curriculum and a cooking curriculum. Mr. Nirei is the head counselor in overall charge of job placement and advanced study. A total of 20 teachers are involved with job placement, including all third year homeroom teachers and selected teachers from the first and second year classes. 6 other teachers are involved in advancement to higher education. There are actually two placement offices at Sakuragaoka. The administrative office containing counselors desks is on the first floor near the principal's office and the student reference room is located in the basement. The reference room is constantly buzzing with the sound of students in search of information.

Mr. Nirei's job is extremely demanding and visits to PESO, the Public Employment Security Office, are handled by other members of his staff who report back to him. He in turn relays all significant developments to the head teacher and principal in order to keep them informed about the current situation in regard to jobs for graduates. His salary is higher than the average teacher because of the demanding nature of his job and the stress involved in making sure all Sakuragaoka students are placed everyyear.

Since Sakuragaoka is a private school and depends on its students for operating revenues, one crucial factor in appealing to potential incoming students is the school's record of job placement after graduation. Like the written materials available at other schools, the Sakuragaoka prospectus sold to junior high school students who visit contains lists of companies where students have been placed as well as lists of universities and schools to which graduates have matriculated. Because the school's focus is on practical education, the list of jobs which graduates have obtained is crucial to the school's ability to recruit new students.

More than in general studies, enrollment in the occupational curriculum is beneficial to students who will be entering the labor force after graduation. The occupational curriculum includes courses in word processing, personal computers, business economics, business operation, bookkeeping, abacus, business writing and law, and tax accounting, courses which are not possible to take otherwise. As a part of the general studies curriculum, word processing and abacus are offered, but nothing more. A record of having been a enrolled in the occupational curriculum may be a distinct advantage whenseeking employment.

Sakuragaoka conducts occupational education of its students from the first to the third year of high school. Students at age 15 entering Sakuragaoka, or any high school in Japan, know next to nothing about the working world, about their own aspirations, or about what they would like to do after high school.

In April at the opening orientation for new first year students, Mr. Nirei addresses the entire

group of 500 concerning employment, stressing that a job is chosen not on the spur of the moment at the end of one's senior year, but after fully considering one's potential--personality, school achievement and sports--during the first two years of high school. During the first year at school, emphasis is placed by all teachers on knowing oneself and one's strengths and weaknesses in school, or jiko no rikai. Specific occupational education is, in the strictest sense, not provided during the first year in high school.

Sakuragaoka has its homeroom hour on Wednesdays and during that hour twice a year, homeroom teachers speak to both first and second year students about current hiring conditions with statistics from the year before. Mr. Nirei does not deal directly with either first or second year students, but has homeroom teachers handle these tasks. He provides the instructors with all necessary materials and data for conducting occupation-related homeroom hours.

By the end of the first year of high school or, at the latest, by the beginning of the second year students are asked to decide the important question--will they continue on to further schooling or will they enter the labor force. This decision is intimately connected with family economics, for if a student wishes to continue on to further schooling, costs will be large and consent and cooperation of her parents is absolutely necessary. If however, the student wishes to find employment, she will be receiving a salary rather than paying out for further education.

Two of the goals of the second year are to understand the relationship between companies and the working individual and to understand the role of women at work. Japan, although it has laws about equality at work, is a very unequal place for those actually in the working world. Men and women may start at the same level of pay but increases are different, level of responsibility for women is considerably less and overtime is almost exclusively limited to men. These are the sorts of topics that are discussed during the second year in attempt to help students understand the current role of women in the labor force. Various source books and magazines are also available for students to use and are kept in the counseling office.

In the later half of the second year those who have decided to continue their education must also decide what type of school they wish to attend--a specialized school, a two year university, or a four year university. Those who have decided to find employment must decide at which type of company they want to work--banking, securities, manufacturing, wholesale, department store, etc.

A student's senior year at Sakuragaoka is a very busy time. The Japanese school year begins in April and the senior class trip is set from the end of May to the beginning of June so nothing much can be accomplished in the way of progress toward employment until the trip has finished. Mr. Nirei has made repeated requests of the principal at Sakuragaoka to change the time of this trip from the beginning of the third year to the end of the second year of high school. The entire flow of the employment cycle has been disrupted by this trip. As of 1986 the senior trip is being moved back to October of the junior year in order to avoid the problem.

By June of their senior year students need to have a fairly good idea of what kind of job they want and what company they'd like to enter. As the recruitment cards pour in to the counselors office in July, students come seeking advice from Mr. Nirei and from their teachers. School policy states that at any time on any day during their senior year, students may freely come to their counselors or homeroom teachers to ask for advice on their coming decisions about jobs. Before the recruitment

cards are passed along to the school, companies must obtain the PESO seal on them. This step assures that jobs have been reviewed by PESO and that they are respectable and is perhaps the most important function of PESO in the high school hiring process.

It is a trend in Japan, in general, that students are consulting their parents less often about career decisions. The overall academic level of students who enter Sakuragaoka is probably average or slightly below and, in turn, parents' income level and level of academic attainment is average or slightly below when compared with national norms. Parents have attained relatively low educational levels, tend to have less experience themselves and cannot really help their children in regard to occupational choice. The school must fill in the gap left by the lack of communication between parent and child. From the most basic questions to the most detailed ones, the students rely on their high school teachers for advice and guidance.

Since companies begin to send recruitment cards on 1 July and initial applications must be filed indicating which student will take an exam at which company by 1 September, the third year students who will enter the labor force must be ready to make their final decisions about companies fairly swiftly, usually by the middle of July. Recruitment cards are perused and first and second choices are made. Often a recruitment card specifies a graduate from the occupational curriculum rather than general studies or a student with a certain level of qualification in abacus, bookkeeping, calculator, calligraphy, typing, word processing or English.

Of course, the students tend to agree about which are the good companies, so there are many bids for the same ones. A common occurrence is 5 students indicating they'd like to work at a company which will take only 1 application from Sakuragaoka. The school must then decide which student of the 5 will be the one to file the initial application and take the entrance exam.

The school looks, of course, at the students' grades but also at personality, behavior, etiquette, attitude toward work, ability to use language and to make formal greetings. A student's grades might be acceptable but she might not possess a sparkling personality. This factor could cause her lose the right to take a company examination during the in-school competition (or koonai senkoo) to a student who has a brighter personality but whose grades are not as high. The school tries to choose the student with the relatively best chance of succeeding in the placement examinations.

If a student has been absent continually from class, been guilty of continuously harassing teachers, been found smoking cigarettes or has never listened to her teachers, the school feels no obligation to recommend her for any job. To strengthen the force of this policy, Mr. Nirei calls all parents to a meeting early each school year to announce that students who do not meet minimum standards of decorum will not receive the school's recommendation. Last year 10 seniors failed to receiveit.

Companies worry about their employees behavior and this worry is reflected in the school's withholding of a recommendation for employment. A student who has failed to receive the school's recommendation has no choice but to look for a job by herself by going directly to the PESO office or by calling companies herself. If she applies to a company, the personnel officer will naturally ask her about her personal history and in that discussion the question will arise as to why she did not look for her job via her high school. The company will probably also phone the school. In addition, Sakuragaoka policy states that the counselors will not lie about a student to companies--they will tell

directly what her problem is and that she does not have the school's recommendation. If the company makes the effort to call the school, the probability is nearly 100% that this student will not be hired. A student does have the alternative of part time work for which hiring requirements are lower and the school is rarely contacted.

During the summer vacation of the senior year in July-August, mock company interviews are held at the school. Mr. Nirei plays the role of the company personnel manager and the students begin their interviews by knocking on the door outside his office, entering and sitting down. He then asks them what school they are from and to introduce themselves. The interview continues as if for real. Other mock interviews are held with homeroom teachers in classrooms. When school resumes after the summer break, the best students are used as models and perform the same kind of mock interview in front of their homeroom classes so that others can see for themselves what makes a good interview. Videos of interviews are also used occasionally.

Mock entrance exams prepared by the school are administered with practice booklets distributed beforehand. Students are expected to study for both the mock and actual exams. Preparation of mock exams is an exhausting chore for the counseling staff.

Students also begin to write their personal histories, rirekisho, in September. Students who have had no experience with this type of formal writing become very nervous and cannot produce a personal history without help. They are given samples to imitate and with the help of the homeroom teachers successfully produce their own. At bigger public schools such assistance with personal history writing cannot possibly be done because of the limited counseling staff and the large number of students who need help. The content of the company entrance exams varies from company to company but normally general knowledge, mathematics, English, social studies, and IQ are tested and a personal interview and physical are included. Even though a student has been carefully chosen by the school to take an examination, she might fail at the actual company test in early October.

About 15 years ago the percentage of students failing first entrance exams was as low as 15%, mostly due to the fact that companies were at their peak in hiring high school graduates. Statistics show that today about 30% of Sakuragaoka students fail on their first try at taking company entrance exams. Immediately upon notification of failure Sakuragaoka counselors telephone and contact companies whose quotas are as yet unfilled to find a second exam for the student. If there are many first failures who want to take the same second exam, the school must again decide which student will take which exam. The backing of the school assures that a student can find a job somewhere whether on the first, second, third or even fourth try. Second exams are at slightly or much lower ranked companies because quotas at all of the best are normally filled during the first round of examinations. Sometimes a student finally succeeds in passing an entrance examination in January. Last year it took one student 4 examinations and until the end of January to find a job.

Some companies, even large ones, wait until November or December before holding their entrance examinations. A well qualified student who has failed once need not jump right in to take an exam at an unsuitable company, but rather is told to wait until one of the late companies sends its recruitment card to the school. She can then apply to take the exam and, if she passes, enter a good top-level company.

A student who has failed a first exam might also at the point of failure change her mind and decide to go for a year to a specialized school, or semmongakkoo, to try to raise her possibilities for employment rather than enter a company she feels is not suited for her. The standards for entering a specialized school for training kindergarten teachers or nurses are very high, but schools for business or beauticians are relatively simple to enter provided a student can afford it. Entrance exams for these schools, if they are given, are strictly pro forma. In entering such a school it is questionable what kind of education will be obtained and what exactly will be learned. The drop out rate at semmongakkoo also tends to be quite high, though Mr. Nirei had only a vague idea what happens to a dropout in terms of a job. Probably she enters the labor force as a part time worker, or arubeito, with a job found via one of the magazines specially designed to help women find such jobs.

Today with the influence of machines and especially computers, the total number of new employees necessary in a company has greatly declined so the competition for jobs found via the high school has become tougher. If a student has completed a two-year university course, the employment chances are considerably better, but the number of actual job opportunities for high school graduates has severely declined in recent years.

Even so last year nearly 1100 companies sent recruitment cards to Sakuragaoka whose graduating population bound for the labor force was 358, a ratio of just over 3 to 1 (See Figures 1 and 2 for graduation statistics for 1984). A job exists somewhere for every Sakuragaoka graduate who wants one (See Figures 3 and 4 for distribution of employed graduates by industry type for 1984 graduates). The situation is much better than that at schools whose populations are generally geared toward matriculatio where only 1 or 2 students have decided to find employment. At these schools the number of recruitment cards which arrive is very small, often not even a ratio of one to one. The teacher in charge of placement has to rely much more heavily on the assistance of PESO in placing students. At Sakuragaoka the visits to PESO are handled by the less experienced members of the counseling staff as the number of incoming recruitment cards is large and the visits are considered to be of little but official value.

From 1973 to 1975 the number of companies sending cards was closer to 3000. (See Figure 5 for statistics from 1980, 1982 and 1984. A declining trend can be discerned.) Banks that used to send cards calling for 5 to 10 Sakuragaoka graduates today ask for 1 graduate or sometimes send no recruitment cards at all. Banks that used to send cards calling for 1 or 2 graduates today have cut Sakuragaoka off their lists entirely.

Once entrance to companies has been decided for students, their formal studies in high school virtually come to an end. Instead teachers begin requiring other kinds work of their students, especially penmanship. A sheet of paper with 30 lines can contain about 30 numbers per line. In February a student is typically required to produce a page of 900 numbers each school day. This page is checked for accuracy of size and angle of figures and is considered good practice for future employment.

5 March is the date of graduation from high school, so companies can begin to require their new employees to appear for training from the middle of March.

Mr. Nirei estimates that a student once placed in a company will stay for about 5 years, considerably longer than the situation just 10 years ago. When Japan's economy was booming in the

early 70's, an employee could quit after 3 years and be assured that another company would hire her. -Now that the economy is at a plateau such changes are less likely and students remain in their first placements for a longer period. Of course, some employees will quit almost immediately after being hired, but today's average is probably about 5 years, until marriage or until a child is born.

No longer do rules exist in any company that require a female employee to quit her job after marriage. One bank reported to Nirei that it had female employees in their early 30's who were both married and unmarried and who were likely to remain until retirement, but this case is rather rare. In 1970 a female employee at a securities company was told, when she announced in March that she was going to be married in September, that like all female employees before her it was the custom to resign from her position within weeks of the engagement announcement even though her planned marriage was 6 months away. Today however, of the entire female working force in Japan, 60% are married. Mr. Nirei did not know very much about pay differentials between males and females though they certainlyexist.

Once a job has been left, it is especially difficult for women to return to the labor force as anything but part time workers.

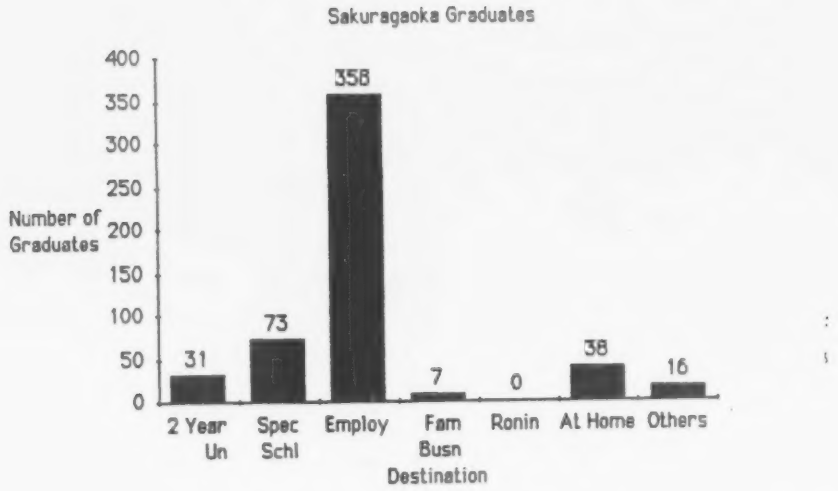

Figure 1: Graduation Statistics for Sakuragaoka Joshi Kootoo Gakkoo, 1984 (Sakuragaoka Shinro, 1985, p. 1).

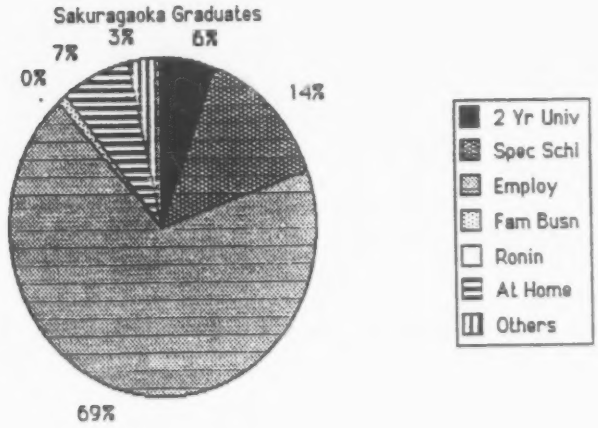

Figure 2: Graduation Statistics for Sakuragaoka Joshi Kootoo Gakkoo by Per Cent, 1984 (Sakuragaoka Shinro, 1985, p. 1).

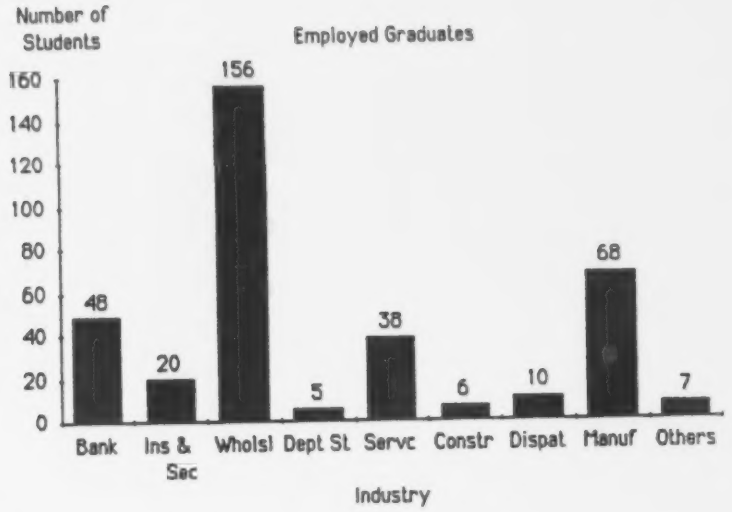

Figure 3: Distribution of Employed Graduates by Industry Type for Sakuragaoka Joshi Kootoo Gakkoo, 1984 (Sakuragaoka Shinro, 1985, p. 2).

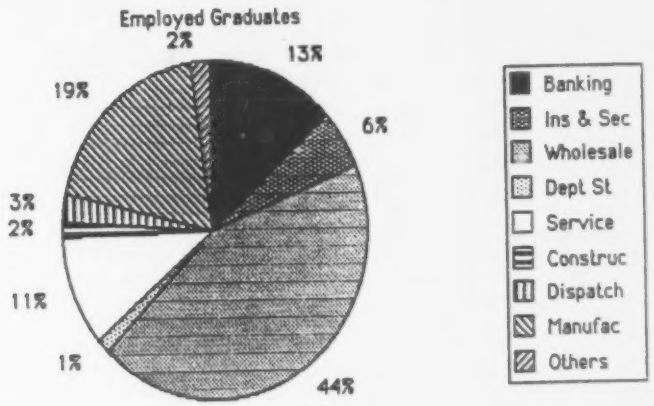

Figure 4: Percentage Distribution of Employed Graduates by Industry for Sakuragaoka Joshi Kootoo Gakkoo, 1984 (Sakuragaoka Shinro, 1985, p. 2).

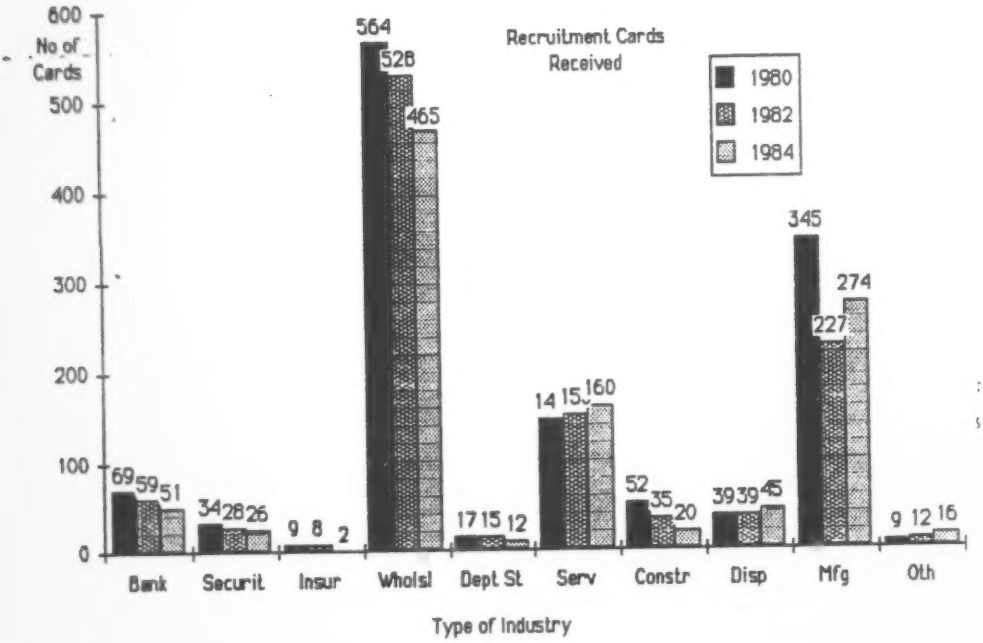

Figure 5: Number Recruitment Cards Received by Sakuragaoka for 1980, 1982 and 1984 (Sakuragaoka Shinro, 1985, p. 1).

INTERVIEW WITH 4 GRADUATES AT SAKURAGAOKA JOSHI KOOTOO GAKKOO (SAKURAGAOKA WOMEN'S HIGH SCHOOL) KITA-KU, TOKYO

I interviewed 4 students, Todoroki-san, Kikuna-san, Kitamura-san, and Suguya-san, 1985 graduates of Sakuragaoka Joshi Kootooo Gakkoo at the school in Kita-ku.

Todoroki-san, 19 years old, currently lives in Itabashi-ku (northwest Tokyo but still within the city limits) with her parents and commutes to her job at Taiyo Life Insurance company in the heart of the financial district of Nihonbashi. She is a telephone operator at the main switchboard.

Kikuna-san, 18 years old, currently lives with her parents in Saitama Prefecture (northwest of Tokyo and outside of the city limits, slightly north of Itabashi-ku). She works at a branch of Daiichi Kangyoo Bank not too far from her home in the time deposit division.

Kitamura-san, 18 years old, lives with her parents in Saitama Prefecture and commutes to her job at Mito Securities Company in the financial district of Nihonbashi. Her job is in the accounting division.

Suguya-san, 18 years old, lives in Saitama Prefecture with her parents and works in Tokyo's financial district of Nihonbashi at Gifu Mutual Finance Bank. Her job is in the current accounts section of the regular deposit division.

I interviewed these four women when they had been working for approximately three months at their new jobs.

How exactly did you find your jobs?

Todoroki-san: I told my homeroom teacher that I wanted a job as a telephone operator. Not many jobs exist for telephone operators because it is a job that can be continued for many years. After sometime a recruitment card came to the school with the information that a telephone operator was wanted by Taiyo Life Insurance Company. I had no idea what Taiyo Life Insurance Company was. I asked my mother and she said it was a big well-known company. In the inner school competition I was successful and became the applicant for the job.

Kikuna-san: Even before I entered high school I knew that I wanted to work after high school graduation. I knew that the occupational curriculum might help me find a job in the future, so I chose that course of study. When I started high school I knew that I wanted to work at a bank but was not specific about which bank. At school I learned of the position at Daiichi Bank and was pleased with thechoice.

Kitamura-san: I wanted to work at some kind of general company, but was told by my homeroom teacher that I was well suited to work in securities or banking. At the time of the inner school competition, I was told that there was an opening in a securities company and decided that I might as well try. My parents are very pleased that I work in securities rather than at general office work.

Suguya-san: Before I entered high school I knew that I wanted to find a job after graduation. I had studied abacus in junior and senior high school, was in the occupational studies curriculum and wanted to use my skills. I would have been satisfied with general office work. My homeroom teacher

suggested that I might want to try for a job at a bank. My parents were against my decision because I had basically decided my future for myself. They are still not happy.

Do you understand the purpose of your work at your company, especially in connection with other people's jobs?

Todoroki-san: When I began working at the company I had no idea what kind of work a life insurance company did. Because I am a telephone operator, I feel that I am sitting at the window of the company to the world. I cannot be rude or insulting to any customer. When I ask the customers what business they have, they describe their business. It is up to me to put them in touch with the right department. That requires me to think about the overall purposes of the various sections of Taiyo Life Insurance. Perhaps I have understood some.

Kikuna-san: I really don't understand much beyond my own job.

Kitamura-san: I am completely occupied with trying to understand my own work, let alone trying to reach out to understand the bigger picture.

Suguya-san: I haven't had the time to try to understand the work of others or the relationship between them and me.

Do you feel you are progressing in your job?

Todoroki-san: I have a need to know extension numbers. There are certain people who always request the same extension when they call the office. The minute they say their names I have a fairly good idea what extension they will be requesting. I have also memorized the list of employees and extensions in the company and when someone calls to ask for a person whose name is not on the list, I can without hesitation say that that person does not work at the main office.

Kikuna-san: I feel that I have made progress in the processing of accounts at the bank. I wanted to learn about moving money from a regular or current account into a time deposit account. It is a difficult procedure and I feel I have mastered that process at least to a certain extent. I have also learned quite a bit about accounting. I feel though that there are lots of things I have yet to learn, but am pleased with my progress so far.

Kitamura-san: When I entered the securities company I had no idea about what they really did. I had done accounting in high school, but the process of accounting in a securities company is very different from the way I was taught it in school because the categories for accounting are different. At last I have grown accustomed to this method of accounting. When I get a piece of paper I can recognize what kind of form it is and thereby know just about what I am supposed to do with it. I have progressed perhaps a little.

Suguya-san: The work I am doing now I think I understand. I however have not yet learned about the total organization of the bank. We have a system of correspondence courses by which we learn more about the organization of the bank. The course is required for all new employees and we must produce a written report every month. In order write the reports I have to read a very thick reference work. Many procedures are described in the book--regular accounts and office procedures--and it serves as good study for me. While reading I sometimes am able to learn about the very work I am doing and thus understand it within the scope of the overall organization.

Are you settled in your jobs?

Tokoroki-san: Two months of training ended last month, now I do my job by myself. At

first when I took my turn at answering the phone at the company, I would answer "heh" not knowing what to do next. It was rather terrifying, especially when customers said strange things to me. By the start of the second month of training I was already handling most of the calls on my own. I felt that after a month and a half I was pretty much settled in my job.

Kikuna-san: My training lasts for three months, meaning that I have another month to go. Each month from now on I will be taught about a different aspect of deposit accounts. I have been taught much, but many forms and papers are involved in the preparation of a time deposit account so the job can be very complicated. I still don't know how to handle special customer cases, for instance, when a customer has lost a chop (personal marks used to identify depositors when withdrawing money) or changed addresses because each case has a different procedure. I feel that I have not settled into my job at all. I sit at the service window but behind others who are more experienced; however, I am watched by many eyes, the customers' as well as my bosses'. Some day perhaps I will be sitting directly in front of the customers. When I don't know what to do I ask one of my superiors to help me.

Kitamura-san: I feel that I have come a long way since entering the company 3 months ago. I worry that I may make a mistake and incur the anger of my superiors. I feel that I have not settled in my job for I cannot do my work alone yet. I have learned everything presented to me, but so much remains for me to learn. Perhaps by this fall I will be able to be more settled.

Suguya-san: I am at last beginning to feel that I have begun to settle in my job. I am beginning to understand the day's flow of work around the bank as well as the substance of what is actually being done. For me, as for Kikuna-san the amount of material to be mastered is very large, and much has not yet been covered in my training. I will begin to be really settled when I have bee taught and mastered a larger portion of my work. However, I feel settled in the work that I have alreadybeentaught.

Do you find what you learned in high school is of value in your jobs?

Todoroki-san: I was a student in the general studies curriculum at Sakuragaoka. I find that there is absolutely no relationship between what I learned in school and what I am doing now as a job. I am not required to read books or to use an abacus. Occasionally I do need to speak English when a call comes in from a foreigner.

Kikuna-san: I was in the occupational studies curriculum at Sakuragaoka. I only use calculators for arithmetic in my work. The bookkeeping and abacus I learned at school really play no part in my work at the bank. Sometimes when handling a check I recall the kinds of materials we used to handle in one of the business studies courses we had at school. Sometimes, too, some of the words we used in the business courses are used again at work. I really don't feel that the language or mathematics courses I had at Sakuragaoka have any bearing on the work I am doing now. I do use a typewriter occasionally and my experience with them at Sakuragaoka is applicable. Occasionally a foreigner comes in to exchange currency and then I have to use my English.

Kitamura-san: I was in the general studies curriculum at Sakuragaoka. When I am working with a ledger I am forbidden from using a calculator because too many mistakes are made. I must use an abacus. Thus the course in abacus from Sakuragaoka comes in handy. Even though the method of bookkeeping at work is completely different from the method used at Mito Securities, knowing how to

do bookkeeping in one system makes learning the next system much easier.

Suguya-san: I was in the occupational curriculum at Sakuragaoka. The only thing from Sakuragaoka that has helped me are the courses in abacus. At work we only use the abacus for calculation. My bank has not really mechanized like other larger banks have. On September 24 of this year we will begin mechanization and that will make my job slightly easier and faster. I use English sometimes with foreign customers who come into the bank to change money into yen. Though those customers will be proceeding to the foreign exchange counters, I must at least step forward to ask, "May I help you?" and say, "Please wait a minute." We are required to keep a diary from our first day of employment. I have to write down everything I do and I am grateful to my Japanese language teachers for the help they gave me in mastering characters. When customers come to open new accounts they must register at my counter and the slips for new accounts must be typed. Even though the typewriters are different from the ones we had at school, the position of the kana or syllabary are exactly the same so that study also is applicable to my job.

Do you have anything you could recommend be added to the Sakuragaoka curriculum to make it more applicable to the jobs future graduates will be doing?

Todoroki-san: Office automation has taken over my company. It would probably be good if more practice with office machines was required by the school in its curriculum. The school ought to have English conversation classes, rather than concentrating all its effort on grammar.

Kikuna-san: More practice with office automation equipment would be helpful. Our experience was that we could work with word processors only one hour per week. The amount of time with office machines could be increased.

Kitamura-san: In our third year in high school the amount of time on the word processor was decreased. Even though I do not use word processors or personal computers in my work, they seem to be in every office so it would be good to provide more practice with them in school. At work, we use calculators with printout tapes so it is easy to trace an error, much easier than with an abacus where printout is impossible. In my case, more study of an abacus would not have helped me at work. I only use the abacus for determining change from a larger sum.

Suguya-san: It is obvious that office automation is everywhere. In my case, however, I feel it would have been very profitable if I had been able to practice more with the abacus while I was in high school. It is compulsory for us at work to take courses in abacus, but the experience of having used one in school helps me to advance faster in the bank course. Those who have had no school experience take very long to move up. I wish I had been able to practice even more in high school, especially with doing sums. In the case of multiplication it may be faster to use a calculator, but with sums the abacus is faster, especially if one has been practicing. No matter what small company I would work for, I believe that it would be necessary to be able to do sums and differences with the abacus. Even when we mechanize the office, there will still be a place for it.

Do you have any special duties concerning serving others in your office?

Todoroki-san: Because I am a telephone operator, I have no responsibilities for serving customers or taking care of other employees. In the old days part of our work included serving tea but I have had no experience. I have also heard it said by older employees that they have never had the experience of serving tea so if that was ever a part of the job, it was a long time ago.

Kikuna-san: When a customer comes to the bank I am required to make sure they are comfortable, by offering a hot or cold drink to them. I hear a voice saying, "Kikuna-san please serve tea to our customer," and I know it is my turn. The way of putting the cup or glass on the table is strictly decided and I have to follow that format.

Kitamura-san: The way that I serve drinks was taught to me by other women who are slightly above me in rank.

Suguya-san: In our bank part of my work includes preparing tea for everyone in the morning. Because the building is old, I have to come in early and let the water run out of the tap for a few minutes so that rust, other particles and smell disappear. Then I can prepare the tea. All new employees must do this job. During tea break at 3:00 I have to prepare and distribute the refreshments.

What is your everyday life like?

Todoroki-san: I don't live much differently than I did when I was a student. However, if the next day is a holiday or it is the weekend pay day, I like to go out with my friends to Shinjuku or some other entertainment district to enjoy myself. Because I am a telephone operator, I can't just leave my position when the lunch chime sounds at twelve. I have to wait for my replacement to arrive. My lunch time is never clearly decided and that is trying on my nerves. Sometimes I can go for lunch at 11:30 sometimes at 12:00 and sometimes not until 12:30. Rules exist about how long a person can continue working at the switchboard at one time, so I often get breaks, many more than when I was in high school. After an hour at the switchboard I get half an hour off, in contrast to school where 10 minutes break came after 50 minutes of classes. During breaks older employees knit, embroider or nap. If someone comes in to check on what we are doing, all the materials are quickly put away. Since I am a new employee I am not allowed to do anything but read a book or help prepare telephone manuals for the company.

Kikuna-san: My work is also done on a rotation basis with three women alternating so lunch breaks can come at 11:30, 12:30 or 1:30. We have other short breaks during the day but no time when I can actually rest from my work like Todoroki-san can. On Saturdays when lots of work tends to pile up I sometimes cannot get to lunch until 2:30. The bank is open until 12:30 on Saturdays, but then we shut and complete lots of paper work. Lunch break on Saturday is only 30 minutes after which we continue our work. We should finish the day on Saturday at 2:30 but we often continue until much later. On weekdays work usually finishes at 5:00 without overtime. If, however, totals do not match or a mistake in accounting has been made, I have to stay until after 6:00 to help find the mistake. If a meeting has been called, I stay until at least 6:30. Right now is the season for determining bonuses, so on Fridays the employees stay after closing hours until about 8:00 to drum up spirit for the struggle with the company to obtain higher bonuses.

Kitamura-san: I have to wake up every morning at 5:30 and must leave my house by 6:30 since I live in Saitama and have to reach the center of Tokyo, a trip that takes 1-1/2 hours. When I reach work, I get the company sign ready, add the morning's newspaper to the newspaper file, wash ashtrays or wipe desks. When it is really my turn to make sure all tasks are completed I have to leave the house by 6:25. When work commences, I put the company sign out in its proper place. Sometimes I have to clean up the morning's mess before the afternoon meetings can begin and I have

to go without lunch to get everything tidy before the afternoon begins. I like to pay attention to the details so even if my superiors tell me I can go to lunch, I try to make sure that everything has been completed before I take my lunch hour. In the afternoon we are very busy. At the end of the month we can easily work until after 8:00. I return home by train and bus to Saitama, another hour and a half and so by the time I get home it is almost 10:00. When I get home I eat and bathe. I go to bed and *suddenly it is the next work day. On Saturdays I finish at 12:40 and when busy at 1:30 so I have a* chance to meet friends and do something before going home in the evening.

Suguya-san: I live far away from my job, too. I have get from Saitama to Tokyo every day. I get up at 5:30 and leave the house by 6:40. The recruitment card said work began at 8:45. Actually, we are expected to be at the company by 8:00 to listen to advice and instructions from the branch manager. Just before 8 we get the dust cloths ready for use so when we appear before the branch manager we have the dust cloths with us and begin to clean after he has finished. After cleaning up, we proceed to wash the cups and dishes that have piled up in the sink from meetings the day before. After these tasks are finished a superior comes by to tell us to begin preparing tea for the day. By this time business hours have begun and the customers and clients begin arriving at the bank. We have to prepare tea, hot or cold depending on the season, for the clients who visit. All these small tasks are the duties of the new employees and are a part of our training. I then proceed to my work of processing receipts for the various bank transactions. My work involves lots of detailed filling in of forms, filling out of checks and other time consuming tasks. If customers have lost a chop or want to change the chop that is used with the account, I must complete all the formalities for them. I can go to lunch at any time between 11:30 and 2:30 depending on how busy we are but have to remain in the building. Sometimes I can't eat at all. Since we are only two people who work in shifts at the same job, while I am eating the other person cannot leave her post. As soon as I am finished with lunch, I must come back in order to relieve her. Although it said on the recruitment card that I would have an hour for lunch, most often I have only 15 minutes to eat and get back to work.

Do you bring your lunch to work?

Todoroki-san: Usually I bring my lunch but sometimes I eat in the company cafeteria. The cafeteria holds about 100 people at a time.

Kikuna-san: Company rules say that we cannot eat out. Employees used to be able to, but it was decided that customers were kept waiting while employees were out for lunch so the rule was changed. We do get an hour for lunch but when the bank is very busy sometimes we have to get back to work without much time for a break. I always eat in the company cafeteria. It's very small.

Kitamura-san: I always bring my lunch.

Suguya-san: I bring my lunch since the bank does not have a cafeteria.

How do you use the salary you receive?

Todoroki-san: I give ¥20,000 per month to my parents. I have a bank account at the post office where I deposit ¥5,000 per month. In a few months I will be adding larger sums to the account. I have joined a company insurance plan which costs money. I use ¥30,000 a month as pocket money. The remainder I put in another savings account.

Kikuna-san: 80% of my salary goes directly into a normal savings account at my bank. My basic salary is ¥100,000 and 20% of it or ¥20,000 goes directly into a time deposit.

Kitamura-san: To my parents I give ¥15,000 per month. I recently got a driver's license and have to repay the cost of the training. That costs me ¥10,000 per month. I put ¥20,000 per month in a savings account. I don't have time to go to the bank myself so my mother actually does the transactions. The rest of my salary I use as pocket money to buy clothes and other things.

Suguya-san: I work in a bank so my salary goes into a bank account with a higher rate of interest. I withdraw the money that I need with my cash card. I give my parents ¥30,000 per month. I put ¥5,000 per month into a bank account in my younger sister's name. My grandmother gets ¥10,000 per month. The rest of the money I use as pocket money to buy clothes and entertain myself in my free time.

What do yo think you will be doing in 5 years time?

Todoroki-san: I first believed that I would only be in my job for 2 or 3 years and then would move on. As I do my work I have come to find it interesting and have gradually changed my mind. I believe that I will be doing the same job in the same company in 5 years time.

Kikuna-san: I also believe that in five years' time I will be doing the same job at the same branch of Daiichi Kangyoo Bank.

Kitamura-san: I have a feeling I will have quit and be doing another job somewhere else. I would rather be doing a job in the service industry than the one I have now, especially one where I feel I have my own personality. I feel as if I am being molded into something that I am not at the job I am doing presently. I am quite different from the person I was when I was in high school.

Suguya-san: I have not even mastered my job at Gifu Bank yet, and every one or two years the content of my job will change. I am not entirely satisfied and feel that in 2 years or so I will try to find another job. I would like to do a job which is more suited to my personality, one I can do and feel comfortable doing.

What will you be doing in 15 years, wnen you are 33 or 34 years old? A job? Interests?

Todoroki-san: If I am doing the same job I am doing now, I will be at my prime and a mainstay of the company. I might also have quit and be married. I really don't quite know.

Kikuna-san: I can't really make any conjecture about what will happen when I am 33.

Kitamura-san: I can't really make a conjecture. I might still be working or I might have married. I may also have gone for a long trip abroad.

Suguya-san: If I have found a job I like and can do, I will be working there. In between if I have married and my husband agrees, I would still like to be working. Even if I have children, I would still like to be working. I definitely do not like staying at home. I want to work.

INTERVIEW WITH 6 STUDENTS AT SAKURAGAOKA JOSHI KOOTOO GAKKOO (SAKURAGAOKA WOMEN'S HIGH SCHOOL) KITA-KU, TOKYO

I interviewed 6 students, Yusa-san, Hagiwara-san, Seto-san, Kamata-san, Kitaura-san, and Kurosu-san at Sakurgaoka Joshi Kootoo Gakkoo. The interview with these students was completed before company entrance examinations had been taken and represent the hopes and wishes of high school seniors before their futures have been decided.

Yusa-san, 17 years old and a student in the occupational curriculum, lives in Saitama Prefecture (northwest of Tokyo and outside of the city limits) with her parents. She indicated that she hoped to enter a bank or securities company.

Hagiwara-san, 17 years old and a student in the general studies program, lives in Adachi-ku (north side of Tokyo, within the city limits) with her parents. She also indicated that she wished to enter a bank or securities company.

Seto-san, 17 years old and a student in the general studies curriculum, lives in Arakawa-ku, (south of Adachi-ku and east of Kita-ku) with her parents. She indicated that her first choice was to continue to a specialized school.

Kamata-san, 17 years old and a student in the cooking curriculum, lives in Saitama Prefecture with her parents. She indicated that she hoped to enter a printing company.

Kitaura-san, 18 years old and a student in the occupational curriculum, lives in Saitama Prefecture with her parents. She indicated that she wished to enter a bank or a securities company upon graduation.

Kurosu-san, 17 years old and a student in the general studies curriculum, lives in Saitama Prefecture with her parents. Her first choice was to enter the nursing school attached to St. Luke's Hospital in Tokyo.

What kind of job would you like to obtain?

Yusa-san: I want to enter a bank or securities company, but I am especially interested in securities.

Hagiwara-san: I also want to enter a bank or securities company, but I am not so fond of banks. Only time will tell what job I get.

Seto-san: I haven't really thought about a job yet. I am on my way to a specialized school. I hope to be attending a specialized school that focuses on business and will spend two years enrolled there.

Kamata-san: I have a friend who works for a printing company and that friend has introduced me. If I pass the company exam I will work at the printing company.

Kitaura-san: I hope to enter a bank or securities company, but really would rather enter a bank.

Kurosu: I would like to enter a 4-year college and major in nursing.

How will you go about looking for a job?

Yusa-san: I will look first for the sort of job I can do well. I will then turn in my ideas to my

teachers and listen to their opinions and will also ask my parents. I will choose the job that seems best suited for me. Once selected by the school I still have to pass the entrance test. If I pass the test I will then work my hardest to be a good employee.

Hagiwara-san: I would like to find a job that is suited for me. I will tell my parents and my teachers about what I have decided. I will listen to my teachers' opinions because they have had experience with finding jobs for students. Then I shall make a final decision.

Seto-san: I will establish an outline of jobs that I would like to do. Then I will ask my parents and teachers about the choices and decide what job I want to do.

Kamata-san: My major is cooking at this school and I will receive a cooking license when I graduate. I do not want to get a job that has anything to do with cooking. I love cooking at home, but find no satisfaction in cooking in a work situation especially when coming home means more cooking is necessary. I have discussed this with my parents and my teachers. My mother has helped me find the job at the printing company through her friend. The feeling at the company is very good and I am happy with the choice.

Kitaura-san: I will discuss the situation with my parents and teachers. I want to enter a company which is not unfair or unjust.

Kurosu-san: I don't know how I will find the job I want after graduation from college. Once I enter nursing school, I want to work at various nursing jobs while I study. If my grades are good, I would like to continue to graduate school and after that perhaps go to nursing school in America.

Do you often talk to your placement counselors and teachers about finding a job?

Yusa-san: My homeroom teacher is working with me and I believe she will help me find the job which is best suited for me. I have also listened to the opinions of other teachers. I know I will be all right if I rely on the judgment of my teachers. After listening to all of them, the best choice can be made.

Hagiwara-san: Finding and holding a job are things that will affect my whole future. I have asked many different people about what I should do. I have asked my teachers and parents, of course, but have also talked to neighbors who are working at companies I am interested in.

Seto-san: I have not talked to my homeroom teacher yet about finding a job. I have, of course, talked to the counselors in charge of matriculation about the school I am going to attend.

Kamata-san: I will not be talking to my homeroom teacher about my future job. I may talk to one of the home economics teachers about the job, but I have not yet decided.

Kitaura-san: I really don't know anything about finding a job. I will ask my teachers and investigate by looking in magazines and special books designed for job seekers. Then I will decide

Kurosu-san: I will not be talking very much to my teachers. I have made the decision to go to nursing school and have told them that I would take the necessary tests.

What kind of special skills do you think you will need in your work?

Yusu-san: Every company has installed and is using computers and word processors. It would be helpful if we had more training in these two subjects. We already have these machines in school but don't'spend much time with them, so it would be good if we could learn more about them.

Hagiwara-san: Work with computers would be helpful. I would like to get to the point that I

could enjoy working with office machines. I also like to calculate and move my fingers. I am a person who likes to challenge herself and would like to learn more specific skills in all areas.

Seto-san: Of course I would like to learn more about office machines. I don't know what I will be doing as a job, but I do know that I would like to learn more foreign language for it would make me more competitive in the future market place. I used learn English at a culture center in Tokyo.

Kamata-san: I am entering a printing company and have heard that the employees must be able to do arithmetic. I will be working with very thin pieces of paper and would like to learn how to handle paper sheet by sheet.

Kitaura-san: Computer study and English study would be helpful to me.

Kurosu-san: Since I want to go abroad at some point, I would like to learn much more English, especially English conversation. Right now I am going to a juku to learn spoken English.

Is the study of word processing and computers you do at Sakuragaoka sufficient in your opinion?

Yusu-san: In the occupational curriculum we get to use word processors and computers, but we only get to learn a few basics. If I want to learn more about programming or more about the operation of the word processor, it is not possible to do that at this school. I would have to go to a specialized school. If I wanted to do that, I could.

Hagiwara-san: I am a person who like to try many different things. It would be wonderful if it were possible to master everything about an office machine in the short time we have with them. I don't like a random or scattered approach and would rather concentrate on one thing than try to tackle many.

Seto-san: Computer programming is not part of the general studies curriculum. I have played with the machines and feel that if I wanted to learn more, doing it on my own would be the best way.

Kamata-san: Computer programming is not part of the cooking curriculum. I have heard that computers are part of life at a printing company. Even though I have almost a year of high school study left, I am enrolled in cooking classes and I am not allowed to change my schedule. If I have some free time I would certainly like to study more.

Kitaura-san: At school we only study an outline of machine operation. Office automation is coming into every office. If I wanted to learn more, I could go to a specialized school for that training.

Do you think your study at Sakuragaoka has any bearing on your further study at nursing school?

Kurosu-san: All my subjects have formed a good background for me. By just going to high school I will not be able to pass the nursing examination so I am going to a juku to study English and science. We don't have a high level of science at our school. I am ignoring most of what we are doing in school in order to concentrate on study for my entrance exams. I do pay close attention in English, Japanese, and science classes because those have a relationship to the test I am going to take. Otherwise I do not study what is being taught in high school.

Do you think it would have been better to attend a different high school?

Kurosu-san: When I entered this school I did not think I would be going to college and thought this school would be just fine. Now I really wish I could change to a program that offered

more science and math.

Once you enter a company how will your lives change?

Yusa-san: I really don't know. Up to now I have been a student and have relied on my teachers for acceptance and indulgence of me the way I am. Once I have a job, I hope to be more self-reliant.

Hagiwara-san: At graduation this year I will no longer be a student. Up until this time I haven't been able to do anything on my own. If I make a mistake, I have to assume responsibility for what I have done.

Seto-san: As I enter society I will become a responsible person. I'd like to be a person with an open personality.

Kamata-san: I feel my life will not change particularly in assuming a job. My time of returning home will not change, and I haven't really got any idea what else will be different.

Kitaura-san: While I was a student I received warnings from my parents and teachers. In entering society as a working person, I will no longer receive any such warnings. I will be responsible for myself.

Kurosu-san: I believe that among the group of people here, I will be the last one to enter society. Once I have my qualifications I would like to use them to the fullest.

Do you think you will settle into your new jobs right away?

Yusa-san: When I first enter the company I won't know exactly what my job is and I will be trying to learn what is necessary. I don't think I will have a free moment at all. I don't know even what kind of work I will be doing, so there is no way to predict how long it will take me to settle in. I hope to settle in as soon as possible.

Hagiwara-san: I assume that I will not settle in for some time. I don't know what company I will enter nor do I know whether I can accustom myself to the working environment. I am also worried as to whether nor not I can even pass an entrance exam so thinking about settling in seems rather far off.

Seto-san: Whether or not I am able to settle in will depend on what kind of job I am given. I will not settle in right away and I suspect I will work at least one year before I begin to feel at home in the new job.

Kamata-san: What I will do in the future has nothing to do with what I am doing now in school. I know nothing about the printing business. It will probably take me a long time before I can settle in to my new job.

Kitaura-san: I think that the feeling of being a student will linger for some time with me. I will learn what I need to know in order to do my job and get used to the environment. After that I will begin to settle in.

Kurosu-san: I am having trouble imagining what I will be doing in a future job. If I can get my qualifications and work in a hospital, then I think I will be able to settle into my work. Many past students of Sakuragaoka have attended this college and I hope to get their help.

How will you use the salary you receive?

Yusa-san: I would like to save some of my salary, buy the things I want, not burden my parents with my wants and desires, and go on trips with friends.

Hagiwara-san: I would like to save, a little at a time, the salary I receive. I don't know what I will do with the money left over. Up to this time I have only had pocket money from my parents. Salary is different from pocket money, and I have a feeling that in the beginning I won't know what to do with it. I may well ask my parents for advice because I am not a strong-willed person.

Seto-san: I am the sort of person who uses what money I receive, and I would like to spend my money on things I want. The rest of the money I would like to save.

Kamata-san: Once I have got a job, I will give my parents a certain amount every month. At bonus time I will give them 10% of my bonus. I will save most of the remainder, but spend some on things I want.

What do you think you will be doing in 5 years time when you are 22 or 23 years old?

Yusu-san: I have not been thinking about the distant future, but only about my immediate future. I would hope to be working and living every day as an individual.

Hagiwara-san: If I enter the kind of job I want, I believe that I will be working in that position still. If I don't get the kind of job I want and have to settle for something I don't want, I will be either living an indifferent lifestyle in that company or will have quit entirely. Beyond that, I don't really know. I haven't thought about the future. I have been thinking about how to live a happy life in theimmediatefuture.

Seto-san: I think that I will still be doing my job. I will also be learning something I want to learn. I may want to work toward qualifications in some subject or for a license. The study will not interfere with my job, but will be something I can do at home in my free time.

Kamata-san: Once I get a job I will continue with it even if I am married.

Kitaura-san: I feel I will have grown accustomed to my new job and company. Sometimes I will get away by taking a trip somewhere.

Kurosu-san: I will be working hard at being a nurse.

INTERVIEW WITH 12 STUDENTS AT SAKURAGAOKA JOSHI KOOTOO GAKKOO (SAKURAGAOKA WOMEN'S HIGH SCHOOL) KITA-KU, TOKYO

I interviewed twelve students, Akanuma-san, Tomii-san, Takano-san, Kaneko-san, Ooba-san, Sekine-san, K. Takahashi-san, Numano-san, Ando-san, Sato-san, Tanaka-san, and Y. Takahashi-san at Sakuragaoka Joshi Kootoo Gakkoo. The interview with these seniors was completed after company entrance examinations had been taken and represents the reactions of seniors whose immediate future is decided.

Akanuma-san, 18 years old and a student in the occupational curriculum, lives in Saitama Prefecture (northwest of Tokyo and outside of the city limits) with her parents. She wrote that she had chosen Asahi Office Machines, in Chuo-ku in the heart of the business district as the company she would enter.

Tomii-san, 18 years old and a student in the occupational curriculum, lives in Saitama Prefecture with her parents. She indicated that she had chosen Subaru Automobile Company in Bunkyo-ku as the company she would enter.

Takano-san, 18 years old and a student in the occupational curriculum, lives in Kita-ku, the same ward as Sakuragaoka, with her parents. She indicated that she would enter the office of the manufacturing company Dainichi Polishing Company in Adachi-ku (north side of Tokyo, within the city limits) in April.

Kaneko-san, 18 years old and student in the occupational curriculum, lives in Itabashi-ku (northwest of Tokyo but still within the city limits) with her parents. She indicated that she would enter Tachibana Securities Company in Nihonbashi. She didn't know which branch she would be assigned to in April.

Ooba-san, 18 years old and a student in the occupational curriculum, lives in Saitama Prefecture with her parents. She wrote that she would enter Nihon Securities Company in Nihonbashi in April.

Sekine-san, 18 years old and a student in the occupational curriculum, lives in Saitama Prefecture with her parents. She will begin work at Sanwa Bank whose main office is in Osaka. She was not sure which Tokyo branch office she would be working at in April.

K. Takahashi-san, 18 years old and a student in the general studies curriculum, lives in Toshima-ku (including Ikebukuro) with her parents. She will begin working at Fuji Bank whose main office is in Chiyoda-ku. She was not sure which branch office she would be working at in April.

Numano-san, 18 years old and a student in the general studies curriculum, lives in Adachi-ku (north side of Tokyo, within the city limits) with her parents. She indicated that she would begin working at Nihon Securities Company in Nihonbashi in April.

Ando-san, 18 years old and a student in the occupational curriculum, lives in Urawa City, Saitama Prefecture with her parents. In April she will begin a job with Saitama Bank whose main office is in Urawa, Saitama Prefecture. She was not sure which branch office she would be working at in April.

Sato-san, 18 years old and a student in the occupational curriculum, lives with her family in Saitama Prefecture. She wrote that she will begin a job at Nihon Trust & Credit Bank whose main office is in Kudan Kita (central Tokyo). She was not sure which branch office she would be working at in April.

Tanaka-san, 18 years old and student in th occupational curriculum, lives in Adachi-ku with her parents. In April she will begin a job at Japan Express Trading Company in Minato-ku (central Tokyo).

Y. Takahashi-san, 18 years old and a student in the occupational curriculum, lives in Adachi-ku with her parents. She indicated that she would begin working at Yamatane Securities Company in April, but she was not sure about which branch office.

How did you decide on your jobs?

Akanuma-san: I like to use computers and wanted to enter a company where I could use my interest. I looked at the recruitment cards that came to the school and chose from among them.

Tomii-san: I have a great interest in cars and wanted to learn more about them.

Takano-san: I looked at all the companies' offerings in terms of salary and holidays on the recruitment cards and decided on Dainichi.

Kaneko-san: From the time I was in middle school I wanted to work in a finance company. From the variety of finance companies possible, I had heard that securities was an expanding field, and decided that I definitely wanted to work at a securities company. I looked at the recruitment cards that came to the school and chose one of them.

Ooba-san: I wanted to enter a securities company and looked at all the pamphlets and recruitment cards that came to the school to find a company whose goals were compatible with mine.

Sekine-san: From the time I was a first year student in middle school (12 years old) I knew that I wanted to find a job after high school. If I were to work, I wanted to work in a bank. I looked at the recruitment cards which came to the school and chose the one I will enter.

K. Takahashi-san: I wanted to work in a finance company. I looked at the recruitment cards and decided.

Numano-san: My case is similar to the others. I looked at the recruitment cards, talked to my teachers who had recommendations and then decided.

Ando-san: From the time I was in middle school I knew I wanted to find a job after high school. I looked at the recruitment cards and decided that I wanted to work in a bank.

Sato-san: I listed finance as my first choice on cards passed out to us and then narrowed my choice down to a bank. I talked to my teachers and graduates who had jobs already, and I decided.

Tanaka-san: I looked at the recruitment cards and listened to the advice of my teachers and chose the company I am to work at.

Y. Takahashi-san: I wanted to work in finance and chose securities from among the possibilities. I looked at pamphlets and other materials and decided where I wanted to work.

Before you finally decided, did you have both a first choice company and a second choice company?

Akanuma-san: I have an interest in office machines. I also have an interest in how things work so my second choice was a construction company. I passed the entrance test for my first choice.

Tomii-san: My first choice was a finance company, but it was impossible to pass that test. I will enter my second choice, Subaru Automobile Company.

Takano-san: My first, second and third choices were construction companies. It seemed that I was not suited for construction companies and gave up the idea of trying to enter one.

Kaneko-san: I had three choices, but failed at the entrance exams to the first two. I will join Tachibana Securities this April and am very happy about the choice.

Ooba-san: Even though I turned in some other choices besides securities, my first choice was Nihon Securities. I am happy that I will be able to join them.

Sekine-san: I think that I was lucky. I was able to enter my first choice company, Sanwa Bank.

K. Takahashi-san: I turned in a number of choices. Most of them had something to do with finance. I was able to enter my first choice, Fuji Bank, and I am very happy.

Numano-san: I thought entering a securities company would be the best choice and I would be happiest. In April I will join Nihon Securities Company.

Ando-san: I handed in the name of a number of banks which were my choices. I am happy that I was able to enter my first choice, Saitama Bank.

Sato-san: My first choice was a different kind of company. My second choice was the bank I succeeded at entering. Since Nihon Trust & Credit Bank is well known, I am pleased.

Tanaka-san: I had a first second and third choice. I was chosen to take the test at my first choice. I failed the entrance exam, but succeeded at the second exam for Japan Express.

Y. Takahashi-san: My first choice was a bank, but I did not pass the entrance exam. My second choice was Yamatane, and now I feel that happy that I decided on a securities company.

Did you use the counseling room? If you did, for what purpose? What kind of materials did you read concerning future employment?

Akanuma-san: I only went to the counseling room to read pamphlets and look at recruitment cards.

Tomii-san: I only went to the counseling room to look at recruitment cards.

Takano-san: I went to read pamphlets and look at recruitment cards.

Kaneko: I went to look at recruitment cards and pamphlets in the counseling room.

Ooba-san: I looked at pamphlets and recruitment cards in the counseling room.

Sekine-san: I looked at pamphlets and recruitment cards. When I knew which company's test I was going to take, I went to the counseling room to read the information booklet written by graduates of Sakuragaoka who now work at Sanwa bank. I used the information written about what kinds of questions would be on the entrance test and about what kinds of questions would be asked in the interview for reference.

K. Takahashi-san: I also looked at pamphlets and recruitment cards and read the booklet written by graduates of Sakuragaoka who now work at Fuji Bank.

Numano-san: I did the same kinds of things. I looked at pamphlets and recruitment cards and the booklets written by graduates, especially at what kind of questions would be asked on the exam.

Ando-san: I only came to the counseling office to look at pamphlets and recruitment cards.

Sato-san: I looked at recruitment cards.

Tanaka-san: I looked at pamphlets and recruitment cards and read the prepared booklet containing sample exam questions and comments on the companies I was interested in.

Y. Takahashi-san: I am a volunteer worker in the counseling office so I am always handling pamphlets and recruitment cards. For myself, I looked at the pamphlets and recruitment cards I was most interested in.

When did you first start using the counseling room to find out information?

Akanuma-san: From May of my senior year.

Tomii-san: From May of my senior year.

Kaneko-san: From August of my senior year.

Ooba-san: From July of my senior year.

Sekine-san: From July of my senior year.

K. Takahashi-san: From August of my senior year.

Numano-san: From August of my senior year.

Ando-san: I don't really remember, but I think from July of my senior year.

Sato-san: From July of my senior year.

Tanaka-san: I don't really remember, but I think from July of my senior year.

Y. Takahashi-san: From July of my senior year.

Did you fill out any papers in regard to getting a job and hand them in to your counselors?

Akanuma-san: I filled out a page listing my basic statistics about where I lived, where I wanted to work, and what kind of work I wanted to do and my special skills and interests. Then I completed a list of my choice of companies from first to third and wrote a paragraph justifying the choice.

Tomii-san: The same.

Takano-san: The same.

Kaneko-san: The same.

Ooba-san: The same.

Sekine-san: The same.

K. Takahashi-san: The same.

Numano-san: The same.

Ando-san: The same.

Sato-san: The same.

Tanaka-san: The same.

Y. Takahashi-san: The same.

Did you often talk to your counselors about finding a job? When did you start talking to them?

Akanuma-san: I didn't talk to them very often. I first started a discussion about jobs around the time of summer vacation in August.

Tomii-san: I often talked to my teachers beginning about July.

Takano-san: I talked to my teacher, Mr. Yamanaka, who originally told me about the job I presently have, but I did not talk to any of the actual counselors very much at all. Mr. Yamanaka had a

student last year who also entered Dainichi.

Kaneko-san: I didn't talk to Mr. Nirei (the head counselor, interview appears on previous pages) very much at all. I talked to my homeroom teacher to some extent beginning about the end of July.

Ooba-san: I didn't do much talking to my teachers. During summer vacation I did have a chance to talk a bit with them.

Sekine-san: I didn't do much talking, but did a bit around the beginning of summer vacation.

K. Takahashi-san: I didn't do talking as such, but I did have Mr. Nirei do a practice interview with me. I began talking to my teachers about getting a job in July.

Numano-san: When the new school year started I really didn't have any idea about what I was going to do after I graduated. I spent a lot of time talking to my homeroom teacher and she told me what she thought would be a good job for me. The counselors don't have much time and are very busy so I didn't really have a chance to talk to them.

Ando-san: I talked often to my teachers around the time of summer vacation and discussed how to perform in an interview.

Sato-san: My homeroom teacher was very helpful to me in informal discussions about what kind of job I should obtain. We started talking together around the time of summer vacation. With the counselors I practiced for the company interview and talked about the contents of the examination.

Tanaka-san: My homeroom teacher was easier to talk to and more readily accessible so I talked often to him from around the time of summer vacation.

Y. Takahashi-san: For the most part I only talked to my homeroom teacher. I failed one exam and after that I had a much longer talk with my teacher and decided what I was going to do next.

What kind of advice did your homeroom teachers, counselors or others give you?

Akanuma-san: My teachers told me that they hadn't heard from me. I didn't ask so I didn't get any advice.

Tomii-san: My teacher looked at my grades and told me whether or not I had a chance of entering a certain company.

Takano-san: Many Sakuragaoka graduates now work at Dainichi. They told me about the feeling of the company, the interview and about the content of the test. Since the test had 10 parts it was important to know about it ahead of time.

Kaneko-san: My teacher told me to talk to graduates who worked at Tachibana. They told me about the entrance test and the interview.

Ooba-san: I didn't really ask advice of my teachers, but they helped me with mock interviews. Once I had decided on an entrance exam, I talked to Sakuragaoka graduates now working Nihon Securities about the content of the interview and how long it would be.

Sekine-san: I didn't get any special advice. My teachers did ask me where I was going to try and when I told them, they gave me some company pamphlets and booklets prepared by graduates so I could study for the entrance exam.

K. Takahashi-san: At first I didn't know if I should try for a general office job or a finance job. My teachers asked me questions that helped me decide.

Numano-san: Once I had decided which exam I would try, my teachers helped me with advice about opening and closing doors, how to take exams and how not to look perplexed.

Ando-san: I didn't really get much advice, but I did talk with my teachers about interviews, down to the smallest detail. They also told me about living a proper life as a way to help get a job.

Sato-san: My teachers talked to me about interviews and behavior before my exams. I talked to one graduate who now works at the bank. She is a good friend and offered me advice.

Tanaka-san: I wasn't sure whether to try general office work or a finance company. I talked to my teacher and decided to choose general office work. I also received advice about the interview.

Y. Takahashi-san: I had many sections on my entrance test but was offered good advice by my teachers about the interview.

Did you get any warnings from your teachers or counselors?

Akanuma-san: Since I didn't talk to my teachers at all, I got no warnings. They did tell me to watch my use of language.

Tomii-san: They told me that during the interview I should reply promptly and briskly.

Takano-san: I was told to watch my language and be very careful of how I made greetings. They also told me to be careful about my hair and clothes.

Kaneko-san: They told me to answer promptly during the interview. They also told me to be careful of how I made greetings.

Ooba-san: Things that come to mind are greetings and use of language. They encouraged me to reply briskly during the interview when I was asked a question.

Sekine-san: I was warned about use of language and to exhibit positive interest during the interview. They also advised me to be the first person with her hand up to ask questions during the question-answer section of the interview. I was to ask my question loudly and clearly.

K. Takahashi-san: I was warned about use of language and to reply smartly during the interview. They also told me to make sure my clothes were not rumpled.

Numano-san: I have a habit of thinking out loud and as I do I say, "eeto" (Japanese pause mechanism like our "well"). My teacher told me to think first to myself and try to stop saying "eeto" so many times.

Ando-san: Mostly my teachers talked to me about how to perform well at the interview. I was told to reply briskly and to make a good impression on the interviewers by showing interest.

Sato-san: I practiced the interview section many times over with my teachers. I was warned about my behavior. Especially because my voice is very low, I was told to try to speak up during the interview.

Tanaka-san: I was told to be careful of my use of greetings and general use of language. I am the type of person who gets nervous easily and so my teachers told me to relax during the interview and speak up clearly.

Y. Takahashi-san: My parents especially helped me practice for the company interview many times. I let all this practice pile up inside me so that I would not be nervous when I got to the real interview.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

Akanuma-san: I did talk to my parents about jobs, but since I was going to find a job at a company I wanted to enter, I didn't talk about the specific place. They said that I should not try to enter a finance company but should try my hardest wherever I decided.

Tomii-san: I did talk to my parents about jobs and they agreed with my choice. They told me to try my hardest.

Takano-san: I didn't do any special talking to my parents. I told them where I was trying for and they didn't seem to especially oppose the choice. Rather they said wherever I chose, I should try my best to succeed. Other than that we didn't talk.

Kaneko-san: I spent most of my time talking to my father. At first I couldn't decide whether to try to enter a bank or a securities company and my father was against me trying for a bank. I also had the feeling that the securities companies would be expanding and so chose securities.

Ooba-san: I wasn't sure whether to choose general office work or a bank. I asked my parents about the choice, but in the end did what I felt was best. I didn't talk much to them.

Sekine-san: From the beginning I told them I wanted to enter I bank. What I talked to my parents about was which bank I had chosen and they were not particularly opposed to the choice. I asked about other banks, too, and after I asked, my mother did go to the trouble of finding out information about them. She told me about company conditions, the salaries, and the working hours. She helped me very much.

K. Takahashi-san: I talked a lot to my mother. In the end she said to me that the choice of job was mine and that I should think carefully. I read company pamphlets and decided.

Numano-san: I didn't do any special talking to my parents. I decided for myself and when the decision had been made I told my parents the content of what I was going to do. They wished me luck and told me to persevere.

Ando-san: I didn't really talk to them. They told me to choose the place where I thought I could work my hardest and do my best. I did the rest of the deciding for myself.

Saro-san: My parents didn't especially tell me where to choose. When I told them where I had chosen they replied that I should do my best to succeed at what I wanted.

Tanaka-san: I talked to my parents first about whether I should choose a general office company or a finance company. When I decide that I would try to enter a general office firm, my parents said nothing in particular against my decision.

Y. Takahashi-san: I didn't have special discussions with them. They did tell me to choose a job where I would feel comfortable and to try my best.

Did you visit your company? When?

Akanuma-san: I didn't visit my company.

Tomii-san: After I knew which entrance exam I was going to take, I visited the company twice in during summer vacation. I met the personnel director.

Takano-san: When I knew what company I was going to try for, I visited during September. I went to see the personnel officer and was guided around the company

Kaneko-san: Once the company I was to try for was decided, I went on 5 August and was given a tour of the whole company.

Ooba-san: At the beginning I found out where the company was located and set up an

appointment to see it with another friend around the middle of July. To me the visit seemed both like a tour and a test. I heard much about the company from the personnel in the office.

Sekine-san: When the company I was to try had been decided at school, I went for a visit around the beginning of July. I found that about 10 other students had been invited along with me. We were shown the inside of the building and were shown a video about one day's flow of work through the bank. I was also asked some simple questions by a member of personnel.

K. Takahashi-san: At the end of July I was asked to come to the training center. I saw a company video about the bank's work and history. After that I had a face to face interview with a member of personnel.

Numano-san: I didn't go for a visit to the company. During the interview section of the entrance exam I heard a general explanation of the workings of the company.

Ando-san: I went to see the outside of the company's building in June. During summer vacation I visited the bank for one day with 4 other people who had also been asked to come. I went to the main office and business section. At the main office I had an interview with a member of the personnel department. In the business section I was shown the foreign exchange and customer service sections. What I saw and what I had imagined as the workings of a bank were very different. I was especially impressed by its size and the mood. I decided I want to work there and would try hard to achieve my goal.

Sato-san: When it was decided which company I would try to enter, I went for a visit. However, the visit turned out to be more of a test, including a personal interview. I never did see the inside of the bank.

Tanaka-san: I didn't succeed in passing the entrance exam until the end of January so there wasn't any time to pay a visit to the company.

Y. Takahashi-san: I went on my own to find out just where the company was located. Later, I set up an appointment and toured the inside of the entire building.

Did you study for the entrance exam?

Akanuma-san: The test was an interview and IQ test so I didn't have any special studying to do.

Tomii-san: I practiced general knowledge exams every day at the school. I also practiced for the interview.

Takano-san: I didn't do any special studying for the entrance exam.

Kaneko-san: For the general knowledge test I had I book I studied. I did likewise for the interview. There was a book about the finance world in general which I bought and read for reference. I found it very helpful.

Ooba-san: I practiced for the interview and read company pamphlets to help me at the exam. I wasn't asked much about the company so the study was not particularly useful but I believe the study will help me later when I begin working.

Sekine-san: I practiced for the IQ test at home with a book. At school I did no particular studying for the entrance exam. I did read a book about Sanwa Bank as a matter of reference and I feel it helped me with the exam.

K. Takahashi-san: I practiced for Japanese language, mathematics and English sections of the

entrance exam and for the interview. I read a book about the history of the company which I had bought.

Numano-san: I bought some books for myself. My homeroom teacher also had a lot of books and I borrowed and read them. I read company pamphlets to try to get an overview of the kind of work a securities company did. Even though I had studied, no questions were asked about Nihon Securities so in the end the study was not necessary.

Ando-san: There were no special knowledge sections on my exam so I didn't have to study for that. I did practice for the interview section and spent most of my time concentrating on what's and how's of answering questions. I knew that there would be an IQ test so at school when I had time I did practice IQ tests to get ready. I felt all the study was worth my time.

Sato-san: I practiced for the interview with my homeroom teacher. I knew that there would be an IQ test so everyday at school I practiced with mock IQ tests. I wasn't sure whether or not there would be a general knowledge test on the exam, so during summer vacation I bought a book to help me. I didn't have a chance to read the book and took the written exam without prior preparation.

Tanaka-san: I bought a book about interviewing. My teacher helped me practice for the interview and read over the compositions I attempted to write. For the IQ section of the test I took mock exams here at the school. All the preparation helped me at the real exam.

Y. Takahashi-san: I am not very good at taking IQ exams. My teacher ordered me to buy a variety of books about IQ tests and I bought 4 volumes. At the actual exam I had to take a personality inventory and not an IQ test so in the end my study was inappropriate.

How many entrance exams did you take?

Akanuma-san: I only had to take one entrance exam.

Tomii-san: I only had to take one entrance exam.

Takano-san: It took three entrance exams before I passed one.

Kaneko-san: I only had to take one entrance exam.

Ooba-san: I only had to take one entrance exam.

Sekine-san: I only had to take one entrance exam.

K. Takahashi-san: I only had to take one entrance exam.

Numano-san: I only had to take one entrance exam.

Ando-san: I only had to take one entrance exam.

Sato-san: I only had to take one entrance exam.

Tanaka-san: I only had to take one entrance exam.

Y. Takahashi-san: It took two entrance exams before I passed one.

What was the content of your entrance exam?

Akanuma-san: I had only an interview and IQ test. Neither was difficult; in fact, both were quite a lot of fun.

Tomii-san: My test was an interview and general knowledge test. Both were very difficult for me.

Takano-san: My test consisted of general knowledge, an interview, a medical, and a test consisting of Japanese language, mathematics, science, social studies, English, and abacus. The hardest part was the English test.

Kaneko-san: The test at my company was general knowledge including sections on Japanese language, mathematics, science and social studies, a medical, a composition and an interview. The content was not so difficult because I had practiced beforehand. The interview was conducted with 5 students and 2 interviewers. I was asked only to answer one question, and the entire session lasted only 5 minutes. The general knowledge test took 50 minutes, but the medical is still to be taken.

Ooba-san: I had an interview and a medical. That was all. Because the only real test was an interview, I became very nervous. There were 3 interviewers and only me and I felt as if questions were coming from all directions. The interview lasted about 20 minutes.

Sekine-san: The written test was Japanese language, mathematics, social studies and English. After that I had a medical and an interview. The interview was a group interview, with 5 students and two 2 interviewers and lasted 50 minutes. During the interview I remembered to raise my hand and be first to ask a question.

K. Takahashi-san: My written test was Japanese language, mathematics, and English and lasted one hour. Later I was given an IQ test of 3 hours which seemed very long. The interview was with 2 interviewers and me.

Numano-san: The interview test consisted of three interviewers from the company and me. and lasted 1 hour. I found it difficult. The IQ test was only 30 minutes. After that I was given a medical exam and it seemed to me that the medicals were given only to those who were the most likely candidates.

Ando-san: I was given a medical, an IQ test, and an interview. On the first day the interview consisted of one interviewer and 4 students and lasted for 20 minutes. The IQ test lasted half a day and was the most difficult part of the testing. On the second day the medical exam lasted all afternoon.

Sato-san: I had a personality inventory, an IQ test, a composition, a medical and a written exam consisting of English, mathematics, and Japanese language. The interview included 3 people from the company and me and lasted about 10 minutes. The composition was the most difficult part of the exam because the topic I had to write on was, "My Favorite Season." Sakuragaoka graduates now in the company had told me about what was likely to be the composition topic. I had practiced and was very ready for, "Life as a Member of Society" which had been the topic for the two years before. When I saw the different title I panicked and had to compose myself.

Tanaka-san: In the morning I began with an IQ test. In the afternoon was the medical exam and the interview. The interview consisted of me with 3 company people. The interview of 30 minutes was the most difficult part of the exam.

Y. Takahashi-san: The entrance exam was a composition, an interview, an IQ test, personality inventory, a general knowledge exam and a medical. It lasted from 9:30 in the morning to 5:00 in the evening. Everything was difficult. The composition was expected to be written in between the interviews. It was very difficult to concentrate on the topic, "Speaking About Me."

When will you start your jobs? Will there be a training period?

Akanuma-san: The training sessions will begin on 31 March, but I will actually start going to the company everyday from 25 March.

Tomii-san: I think there will be some kind of training at the end of March, but that is not yet clear. The first formal day of work is 1 April.

Takano-san: The first day of training is 1 April.

Kaneko-san: I don't exactly know what branch I will be working at. The training period has not been set, but work formally begins on 1 April.

Ooba-san: In March I will have to go to the company several times for the physical and other tasks. Work actually begins on 1 April.

Sekine-san: Training will begin at the end of March. The entrance ceremonies will be held on 1 April. At that time I will learn what branch I will be sent to.

K. Takahashi-san: I must take a medical exam in the middle of March. Work begins on 1 April.

Numano-san: I don't know any exact details, but sometime around the middle or end of March we will start training. Work actually begins on 1 April.

Ando-san: I don't know any details about work, except that it should begin on 1 April and before that there should be training.

Sato-san: Training will be held for 4 days in March. The entrance ceremonies will be held on 1 April.

Tanaka-san: I think there will be training but have received no word about the dates. The company entrance ceremonies will be on 1 April.

Y. Takahashi-san: Training will be from 25 to 29 March. The last 3 days will be spent at the company training center in Fuji-City (Shizuoka Prefecture). We will stay there and then return to Tokyo to begin work on 1 April.

How do you feel right now as you look at the job you are about to begin?

Akanuma-san: The number of days we are expected to come to school has already been reduced to a minimum. In a way I am happy because school is over, but very soon I will have to be working every day and I am feeling uneasy. My feelings are complicated.

Tomii-san: Until this point I have gone back and forth to school every day. From now on I will be going to work on my own and I feel uneasy.

Takano-san: Around the time of summer vacation of my senior year I felt I wanted to graduate as fast as possible and start working. Now as I am one step away from becoming a full member of society, I wonder how I will be existing at work everyday. I am uneasy.

Kaneko-san: Until this point I was a member of a class and therefore of a group. I assumed responsibility for everything as a part of the larger group. As a member of society, I will be responsible for myself and my actions. If I make a mistake I will have to take the blame and this makes me uneasy. Yet I look forward in other ways to assuming my role in society.

Ooba-san: I have been to visit the company many times during summer vacation and enjoyed the good spirit there. Now I want to enter that world of good spirit and start working with total devotion for my company.

Sekine-san: I sense that I will be entering the larger society of Japan in April. I want to take my awareness to my company and settle in as soon as possible.

K. Takahashi-san: Before I passed the entrance exam all I could think about was how I wanted to leave school and start to work. Once entrance to a company was decided I started thinking about the responsibilities I was about to bear. Even though I had assumed much responsibility as a

student, I see how much more I will assume after school finishes and I am uneasy.

Numano-san: I will become a full member of society. I want to work with all effort for my company and I am expectant of what will happen in the future. At the same time I wonder if I am capable of doing the work required of me. I often write letters to graduates of Sakuragaoka who were in the same club some years before and explain my feelings. They reply by letter that they also had the same kinds of feelings, and I have realized that I am not the only person to experience these things.

Ando-san: From now on I will be working and that thought makes me uneasy. When I think about the fact that student life is coming to an end, then a job doesn't seem like such a good idea. The feelings of indulgence I had from my teachers will be no longer. However, I know that having a job is something I want very much and I am ready to try my best.

Sato-san: I am a person who up to now has been a student but after April I will become a full member of a society which is vertical in structure. I must be careful of my behavior and use of language and this will be difficult for me. I don't think anyone will allow me to make mistakes and that makes me uneasy, but I will try my best.

Tanaka-san: As the days I go to school get decrease, the date of entry into the company becomes nearer. The world I will be entering is populated by people older than myself and from now on I must pay careful attention to my use of words and to etiquette. I am worried whether or not I will be able to do the work requested of me.

Y. Takahashi-san: I once believed that once I finished school I would not have to think about studying at all. The president of the company has already told us that in May there is a national test I must take, and I have realized that my studying has just begun. Needless to say, I am uneasy.

What exactly will you be doing at your company? What will be the content of your job? Do you feel it will harmonize with your personality?

Akanuma-san: I will go to other companies and process all their invoices, bills and receipts by computer. I like to use machines and feel that I will enjoy the work I will be doing.

Tomii-san: I will be doing general office work and assist in the sales and upkeep of cars. My teachers have told me any number of times that I will suited for this kind of job and I feel the same.

Takano-san: My new job will be that of an assistant to help visiting professors do their research. Up to this point have followed the occupational curriculum at the school. The new job involves working with industry and I really don't know how I will like it.

Kaneko-san: The company I will be working at is a company which assists other securities companies. I will be doing office work, but I don't know exactly what. I am a person who likes to work briskly and will probably enjoy the vigor with which business is done. My teachers have also told me and I believe that I am fit for the work I am about to begin.

Ooba-san: I have been told by a person in the company that I will be working in the preparation or in the purchase section of Nihon Securities Company. I like office work and feel the choice is good.

Sekine-san: When I had a recent interview at the company I was told that those workers who were good at English had a chance of being transferred overseas or of working in Osaka, but that since my English was not very good, I would have to be content with office work. I like general office work and will be in the #3 office section. I will work with customers or with internal affairs.

K. Takahashi-san: I will be working at Fuji Bank and recently received a survey form asking me to choose customer service, internal affairs or word processing as the job I would like to do. I chose internal affairs because I think it would suit me more than customer service.

Numano-san: I haven't exactly been told what my work will be, but I have a feeling that I will be working with calculation or bookkeeping at Nihon Securities Company, a company that handles the securities of large manufacturers. I like these subjects at school and feel I will like them in the office.

Ando-san: I don't know the exact content of my work at Saitama Bank. I will be doing customer service, computer input or general office work. I don't where I will be assigned and have no personal preference. I will try to do my best at whatever I am assigned to do.

Sato-san: Nihon Trust and Credit Bank deals in publishing yearly financial figures. I received a survey from them asking what I wanted to do and I indicated that I wanted either customer service or general office work. After that I had an interview with a company official who used both the results of the survey and the personality inventory I had taken to try to determine what I would be best at doing. I will be happy with whatever is decided for me and will try my best at whatever job.

Tanaka-san: I believe I will be doing office work and dealing with insurance at Japan Express Trading Company. Office work is what I had requested from the beginning so I think the choice is good.

Y. Takahashi-san: I don't know details but I believe I will be doing general office work at Yamatane Securities Company. I think sales or processing of securities is work well-suited for me.

What do you need to be aware of once you start your jobs?

Akanuma-san: I will be doing work with machines and expect to be reprimanded for my slowness.

Tomii-san: The office is basically women and I expect at least for a while to be the target of their conversation. I expect to be reprimanded for my behavior and etiquette.

Takano-san: Not many women are in this company, so I won't be disciplined by them, but I will have to mind my manners. It is a busy company and I must do my work efficiently or I won't be able to keep up.

Kaneko-san: My company is mostly men, and the women of the company have to be very careful of their behavior in front of them. When the women of the company do gather, I am afraid that I will be picked on as the youngest among them.

Ooba-san: Everything I do at the company will be new so I expect to be told and corrected about many things.

Sekine-san: There will be many things to learn at my job. I will be allowed to ask for assistance once, but I am afraid that I will ask too many times and incur anger.

K. Takahashi-san: The job will be difficult and I expect to make mistakes, but I must be careful not to make the same mistake twice.

Numano-san: I will make lots of mistakes in the beginning. After that I will try not to make the same mistake because if I do, my superiors will get angry at me. I am trying to keep an open mind and hope that I progress.

Ando-san: I expect to have lots things I don't understand. I hope to learn all I have to learn

after being told only once.

Sato-san: I want to learn what I have been taught and not have to be told again. I will also have to be aware of my use of language and etiquette because no one will tell me what I am supposed to say--I am expected to know already how to be polite.

Tanaka-san: At first I will not know how to do my work and expect to be late in finishing my job. I expect to be reprimanded often. Language and etiquette will be problems for me and I may be told what not to say.

Y. Takahashi-san: I am sure that I will be reprimanded for many small things. I hope that once I have heard something I will remember it and not have to be told again.

What kind of special skills do you think you will need to work at your company? Are these skills you learned at Sakuragaoka?

Akanuma-san: The content of the work will be much the same as what I have learned in school.

Tomii-san: Since the work is office work, I will need to be able to use the abacus which I have studied here in school.

Takano-san: I think my study of the abacus and word processors will be useful in my work. Beyond that I don't know what kind of special skills I will need.

Kaneko-san: I think that my abacus training will come in handy at work. As for other skills, I believe I will have to learn them at work from my superiors.

Ooba-san: I feel I will use the abacus and word processor training at work, but I also feel that there are many skills to be learned once I start.

Sekine-san: I will be using my abacus training at work.

K. Takahashi-san: I feel the study of abacus and word processor will be helpful.

Numano-san: I will probably be able to use my abacus and word processor training. At work I will learn other skills from my superiors.

Ando-san: I think the abacus will be the most useful. If I do use a computer at work, I am most certain that it will be different from the ones we have used at school so I will need to learn at work, but with a little effort I should be able to.

Sato-san: The most useful skills from school will be abacus and word processing. Once I start working I will be taught what I need to know. Because I have had some training at Sakuragaoka with office machines, I should be able to apply that knowledge to the new situation.

Tanaka-san: I suspect that I will have to use my knowledge of the abacus, word processor and computer at my new job because I was asked about these things at the interview. Other things will have to be taught to me once I enter the company and I will rely on the teaching of my superiors.

Y. Takahashi-san: I suppose I will be taught many things at work, but I will bring with me the skills of abacus and word processing that I have learned here.

How will your lives change when you get jobs?

Akanuma-san: Time for me to stare off in space will be eliminated. Otherwise, I don't think my life will change very much.

Tomii-san: Up to now I have relied on my parents for everything, but now I would like to be moreindependent.

Takano-san: Up to now I got to school in 30 minutes time. In my job I will have a long commute of an hour so I will have to get up early.

Kaneko-san: The major difference between school life and company life is the receiving of a salary. I must assume responsibility for myself and not rely so much on my parents.

Ooba-san: When I start in my new company I will be surrounded by people who are older than me so I must pay attention to the way I speak. Up to now I was in the company of friends and didn't have to use polite language. I feel the very basics of my life will change as I make the transition to company life.

Sekine-san: Going to school was easy--I got up in the morning, ate breakfast and took my place in class. Now I will be a member of society I want to do my job and do it well. The nature of personal relations will change as will my own psychology.

K. Takahashi-san: I was able to live a relaxed school life, but at work time will become important and there will be no chance to waste time.

Numano-san: As I step into the world my own psychology will change. I will also be able to be independent from my parents in terms of financial needs. I will become more adult in my thinking.

Ando-san: I will be different from a student, everything will be new and my life will change in time. I will receive a salary and be responsible for myself and my actions.

Sato-san: Up to now I have been a student and was able to relax both in and out of class. Once I become a member of society, there will be many things that I don't know how to handle. Everyday will be filled with nervousness. In personal affairs I must be careful of my language and with whom I associate.

Tanaka-san: Once I have started to work, everything will be new, personal relations will change radically and I will also change.

Y. Takahashi-san: During school days whenever I wanted to make time for something, I could. When I become a member of society, much of my free time will disappear.

How long do you think it will take you to settle in to your job?

Akanuma-san: We will be trained from the beginning to do our jobs, so I think it will take about 3 months to settle in.

Tomii-san: I think it will take me about 6 months to settle in.

Takano-san: Company training occurs from April to September. As soon as I finish that period I feel I will be settled.

Kaneko-san: I feel it will take me about 6 months to settle in.

Ooba-san: Probably it will take me 6 months or more to settle in.

Sekine-san: It will take me from 6 months to a year to settle in.

K. Takahashi-san: It will take me 6 months to settle in.

Numano-san: It will take me 6 months to settle in.

Ando-san: It will take me 6 months or more to settle in.

Sato-san: I think it will take me 6 months to settle in, but I will try my hardest to adjust swiftly.

Tanaka-san: It will take 6 months to settle in.

Y. Takahashi-san: It will take 6 months to settle in.

What will you do with the salary you receive?

Akanuma-san: I will save some of my money and will spend the rest on meeting friends and buying the clothes I want.

Tomii-san: I don't know what I will do with the money I will receive. I would like to give some to my parents.

Takano-san: I will give some of my money to my parents, save some and use the rest for living.

Kaneko-san: I will give some to my parents, save some, buy clothes, and spend on meeting friends

Ooba-san: I will save most of my money. I will spend the rest on things I want.

Sekine-san: I will give some money to my parents, spend some on meeting friends and save.

K. Takahashi-san: I will give some money to my parents, and use the rest for savings or on meetingfriends.

Numano-san: I had intended to give all of my first salary to my parents. I don't quite know if I will do as I planned. After that I hope to save and spend money on buying clothes.

Ando-san: I will give some money to my parents. Up to now I have been a student with friends but as I enter a company I must be prepared to use some of my money to spend time with companyfriends.

Sato-san: I will give some of my money to my parents. I like to travel, so I will save my money.

Tanaka-san: I will give some money to my parents, save and buy what I want.

Y. Takahashi-san: I will divide my money in three parts. The first part I will save, the next part I will give to my parents and the third part will be my pocket money.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

Akanuma-san: I will receive ¥100,000 per month with a bonus which will depend on my efficiency and so I will work hard. I don't know what salary increases will be like.

Tomii-san: I will receive ¥100,000 per month with a bonus that starts out small but increases significantly after three years of work. I don't know anything about salary increases.

Takano-san: In April I will begin at about ¥130,000 per month with a first year bonus of 3.7 months of salary. After the first year the bonus will increase to 6.5 months of salary per year. I only know figures about salary increases because I checked with a graduate who works at Dainichi. Her salary increased ¥14,000 between the first and second years of work.

Kaneko-san: I will receive in hand about ¥100,00 per month and my bonus will be very low the first year. After I become a full-fledged member of the company staff I will receive 6 months of salary per year. I know nothing about the salary increases.

Ooba-san: My salary will be just under ¥100,000 per month. The bonus will be small the first year, 3.2 months, but increase to 6.2 months after the second year. Salary increases are not known.

Sekine-san: My salary will be about ¥100,000 per month. The first year bonus will be very small. After I become a full-fledged company employee I will receive more bonus every year until I

level off at about my 7th year of work. The salary increases will get bigger every year I work, but start at about ¥800.

K. Takahashi-san: My salary will be about ¥100,000 per month. On the recruitment card it said that bonuses were 6 months. I don't know how much my salary will increase per year.

Numano-san: If I looked it up, I could tell you but I assume that it is about as much as my classmates will receive, about ¥100,000 per month. The first year bonus will be 2.2 months. After I have worked for some years the bonus should increase to between 5 and 6 months of salary per year. I don't know anything about salary increases.

Ando-san: I will be receiving just under ¥100,000 per month. The first year my bonus will be small, gradually increasing after that. I know nothing about salary increases.

Sato-san: My salary will be just under ¥100,000 per month. Bonus will be small the first year, about 2 months of salary, and will increase to about 6 months in the succeeding years. I don't know how much my salary will be increasing per year.

Tanaka-san: According to the recruitment card my starting salary will be about ¥120,000 per month with bonuses increasing year by year starting at 2.2 months. I don't know how much my salary will increase on a yearly basis.

Y. Takahashi-san: My salary will start at just under ¥100,00 per month. At first I will receive a bonus twice a year with 2 months received each time. When I become a full-fledged member of the company I will receive as much as a total of 7 months salary in bonus based on efficiency.

Do you think you will be able to live independently of your parents?

Akanuma-san: My parents have never restricted me in any way and I have no desire to live independently of them.

Tomii-san: I would like to live on my own, but considering the salary I will be receiving and how much I depend on them, it will not be possible.

Takano-san: When I was a student I often used to think about how I wanted to live on my own away from my parents. With the salary I will be receiving it would be a great waste to spend it on living away from my parents.

Kaneko-san: My salary is not one that would allow me to live on my own. If it did, I would like to live independently.

Ooba-san: I have idealized the thought of living on my own. For the moment I will be content with living with my parents.

Sekine-san: Before I used to think that it would be good to live on my own. Now I think much more about actual conditions and have to realize that it is better for a family to work together for common goals. I will stay at home and save my money.

K. Takahashi-san: My family is opposed to the idea of children living on their own, and I also have no particular objection to living with my family. I will remain with my parents.

Numano-san: I would like at some point to try living on my own, but I don't have the funds. If I did live on my own, I would have to make my own food. I would rather be with my parents and depend on them.

Ando-san: I have dreamed about living on my own, but if I did, I know it would be very difficult if not impossible. I would return home tired to an empty apartment and that would be very

depressing.

Sato-san: My parents are very strict. When I entered high school and thought about life after graduation I really wanted to live on my own. I have considered it from an economical standpoint and whether I wanted to come home alone to an empty apartment where I had to do everything myself. I decided that it would be much better to stay with my parents.

Tanaka-san: I have dreamed about living on my own, but realize I can't for economic reasons. I also feel that I want to stay with my parents and will not leave them.

Y. Takahashi-san: I have dreamed about living on my own and have thought about reality as well. When I feel sad, it is good to have my parents to cheer me up. I decided that it was much better to live with them.

Do you want to stay in the company you have chosen until you retire? How long to you plan to stay at your first job?

Akanuma-san: I think I will stay at my company for 3 years.

Tomii-san: I would like to work until I marry.

Takano-san: I would like to work at least until I marry. If I marry, my company will allow me to work so that I can stay on a long time if I want.

Kaneko-san: I would like to work a long time, as long as possible.

Ooba-san: I would like to work until I marry.

Sekine-san: I would like to work until I marry.

K. Takahashi-san: I would like to work until I marry.

Numano-san: I had planned to continue working for 3 to 5 years. If my company finds that I am a good worker and one they want to keep, I would like to work longer.

Ando-san: I would like to work as long as it is possible for me to do so. If I marry or something unexpected happens, my ideas may change.

Sato-san: I haven't thought about marriage at all, so I would like to stay at my company as long as possible.

Tanaka-san: I want to work as long as possible. If I should get married, then I assume that I will quit my job.

Y. Takahashi-san: I haven't exactly decided how many years I will work, but I want to stay as long as I can.

In 5 years time what do you think you will you be doing?

Akanuma-san: In five years I think I will still be working, but I can say nothing beyond that.

Tomii-san: In five years I think I will still be working.

Takano-san: In five years I think I will still be working.

Kaneko-san: In five years I think I will still be working.

Ooba-san: In five years I think I will still be working.

Sekine-san: In five years I think I will still be working.

K. Takahashi-san: I feel I will have adjusted to my work in five years. I think I will be working with efficiency.

Numano-san: In five years I think I will still be working. I hope to have enough time to be pursing some of my interests.

Ando-san: I will have adjusted to my work and be enjoying sports or whatever I have interest in.

Sato-san: In five years I think I will still be working.

Tanaka-san: I will be coming into my own in five years. It will be a good time to be working.

Y. Takahashi: In five years I think I will still be working.

How old would you like to be when you get married?

Akanuma-san: I would like to marry by the time I am 25 and become a mother soon after.

Tomii-san: If I find a husband, I would like to marry by the time I am 25.

Takano-san: I want to get married as soon as possible, I hope by the time I am 23.

Kaneko-san: I haven't thought about getting married.

Ooba-san: I would like to marry by the time I am 24 or 25.

Sekine-san: My ideal age for marriage would be 25.

K. Takahashi-san: My ideal age for marriage would be 25.

Numano-san: I would like to marry between 23 and 25, but I don't think I will find a good husband.

Ando-san: I have not decided any age. If I find a good mate, then I will marry.

Sato-san: I haven't thought about marriage, except that I will marry when I find a good husband.

Tanaka-san: My ideal age for marriage would be from 23 to 25.

Y. Takahashi-san: My ideal age for marriage would be 25.

Will you keep working if you marry?

Akanuma-san: I want to stop working and start being a housewife. I can't do both at once.

Tomii-san: I don't know what will happen in the future, but I think I would like to stop working.

Takano-san: It depends on the economic independence of my husband. If it is all right to quit, I will quit.

Kaneko-san: I will talk to my husband. If he says it is all right to continue working, I would like to because my job will be something I have struggled hard to master.

Ooba-san: I don't know what will happen in the future, but I think I would like to stop working.

Sekine-san: If possible, I think I would like to stop working.

K. Takahashi-san: I would like to continue as long as my working does not upset both our lives.

Numano-san: I would like to continue working as long as my husband will allow me.

Ando-san: I don't know what will happen in the future. If I have children I don't want them to suffer with no one at home so I would like to stay at home.

Sato-san: I will consult with my husband and if he allows it, I will continue working.

Tanaka-san: I don't know what will happen in the future. I think it will very difficult for me both to work and be a housewife, so I probably will quit my job.

Y. Takahashi-san: I don't know what will happen in the future. I think it is difficult to be

both a worker and housewife, but I would like to try.

What will you be doing when you are 31 or 32 years old? A job? Interests?

Akanuma-san: I will have quit work and be doing something that I like. I will also have children and be busy bringing them up.

Tomii-san: I will have a hobby and be busy making my family happy.

Takano-san: I will have an average family, and be happy playing with my children.

Kaneko-san: I think I will still be working. I may have a husband and children and be raising them as well.

Ooba-san: I like sports very much. I will have time to practice.

Sekine-san: I like to cook and in my second life I would like to qualify with a license in cooking. I will get the housewives of the neighborhood together and teach them cooking.

K. Takahashi-san: I will be married. If I have no children, I will still be working. If I have children, I will be raising them and playing with them while enjoying sports for myself.

Numano-san: If I am married, I will have children and have developed an interest in a hobby. Every day I will be living a bright and cheerful life.

Ando-san: I will be married and have quit my job. I will be busy being a housewife as well as practicing sports.

Sato-san: I don't know whether or not I will be married, but if I can I want to continue working. I will also be interested in and practicing some kind of sport. My life will be very full.

Tanaka-san: I will probably be married, have children and will be happily raising them.

Y. Takahashi-san: At that time I will have more free time and be able to develop a hobby.

INTERVIEW WITH MR. KOSUGA
HEAD OF PLACEMENT
KENRITSU TOONO KOOTOO GAKKOO MIYAMORI BUNKOO
(TOONO-MIYAMORI HIGH SCHOOL)
TOONO-CITY, IWATE PREFECTURE

Located in a remote area of Iwate Prefecture about 450 kilometers north and east of Tokyo, Toono-Miyamori High School was founded in 1949 as a night school with 41 students. In 1971 it became a normal day high school and admitted 46 students in its first entering class. The following year another 44 students were admitted, bringing the student population to 90. Today there are 80 students enrolled at Miyamori in three classes, 31 in the first year, 23 in the second year and 26 in the third year. Most students come to school by bicycle but 12 travel by train. The staff is composed of 11 teachers and a principal plus 2 others. The curriculum is the general studies program offered at most high schools across Japan; no occupational course work is possible though a typing course of one hour and a computer course of one hour are available in the list of optional courses. Students complete 102 credits to graduate.

This year there are 26 seniors, 16 males and 10 females, 24 of whom will begin working in April. Of those 24, 15 will work outside of Iwate Prefecture and 9 will have jobs in Iwate. The remaining 2 graduates will continue onto specialized schools. In 1984 there were 19 graduates, of whom 13 found employment and 6 continued onto specialized schools (See Figures 1 and 2 for graduation statistics for 1984). Most of the 13 found jobs in sales, in manufacturing or service industries (See Figures 3 and 4 for distribution of employed graduates by industry type for 1984).

Mr. Kosuga, a Japanese language teacher, is the person in charge of job placement. He teaches16 hours per week, about the average for teachers in Iwate. His teaching hours are not especially reduced as is the case in most other schools. In Iwate placement counselors in other schools usually only teach about 13 hours per week.

One more teacher serves as his assistant, but Mr. Kosuga himself does most of the placement work. The third year homeroom teacher also helps him with various communication tasks and referrals.

Mr. Kosuga has been teaching at Miyamori for only one year. Before that Mr. Oikawa, who is no longer at the school, was responsible for placement. Some years ago Mr. Kosuga was the placement counselor at another school so he brought his experience from the previous assignment to Miyamori. Learning the technique of dealing with companies and dealing with and assessing student potential for jobs takes several years to master. The placement of students in jobs is unlike counseling for university entrance where all a student needs is a certain result on an examination to be accepted. Many seemingly illogical factors are involved in locating appropriate jobs for high school students.

Mr. Kosuga visits his branch of PESO, the Public Employment Security Office, for meetings in June and October to hear reports on conditions for employment. The PESO office is located more than an hour's drive away and he feels no pressing need to use it directly. Recruitment cards will be sent or brought to the school whether or not he visits PESO. He does frequently phone various PESO offices, not just his local branch, to ask about conditions for a given job or to ask to be sent more recruitment cards. In addition, twice a year he meets with placement counselors from other schools to

share information and experience.

Recruitment cards are brought by company representatives to Miyamori. Representatives normally visit the school two times a year, once to bring recruitment cards and once to bring stories of former Miyamori students who are now employed by their companies.

The recruitment cards come either from the Kanto area--Tokyo and surrounding prefectures--or from Iwate Prefecture. The cards pass through various local PESO offices in Tokyo or Iwate and are sent to the school. The Recruit Center and other similar information companies send out surveys to high schools in Japan asking how many students will seek employment in a given year. Companies consult such books when deciding where to send recruitment cards. They might also look at official school lists on which the name of a school like Miyamori and its student population can be found. Recruitment cards are sent to Miyamori and other rural schools in anticipation of prospective employees.

The number of cards received from the Kanto area is more than double the number of students seeking jobs. The cards from Kanto must be from companies which possess dormitories to house and feed employees from the countryside for new employees could not afford to live in independent apartments on the salaries they receive. Companies which cannot provide these facilities until an employees are at least twenty years old are not even considered by the school.

Some companies, like supermarkets and automobile makers, send recruitment cards every year to the school. They request hundreds of employees each year and Miyamori is one of the schools on their lists.

Companies in the immediate area do not generally send recruitment cards so Mr. Kosuga has to call them to find out their employment needs. Local companies are small, do not have clear cut hiring policies and cannot anticipate their needs 6 months or one year ahead of time so finding jobs at these firms can be difficult. They might reply to an inquiry that in one or two months the situation will be clearer and that Mr. Kosuga should phone back, or they might suddenly call in February or March to tell of an opening created by an employee who suddenly quit. By February all students at Miyamori normally have decided on jobs, so a call at that time has no meaning unless there is still an undecided student. Other companies are located in Iwate, but are not conveniently reached by public transportation so they are not really possibilities for most students. The number of students who want to find employment in Iwate often exceeds the number of jobs available.

The total number of recruitment cards received usually equals about 100, but often cards are not received from companies where students would really like to work. The average starting salary seems to be around ¥80,000 for students who will work in Iwate, about ¥20,000 less than for employees hired for work in Tokyo.

The wishes of the students themselves can be clearly differentiated--where to work vs. what kind of work. Thus the choice for students to remain near Iwate or to move to Tokyo must be weighed against the type of job desired. Alternative cities are not really possible. Even if a student wishes to work in a larger city close to Toono, like Sendai in Miyagi Prefecture, most companies there are also small so recruitment cards cannot be expected. If students have their hearts set on working for a certain company in Iwate, Mr. Kosuga will call the company himself to see if jobs might be created. The actual number of jobs available in the prefecture any given year is much smaller than the number

of students who would like those jobs so competition is always a factor to be considered.

Some students do use their own connections to find jobs. For instance a student's family owns a liquor store and a relative of the family owns another store in Sendai. The student is asked to work in Sendai after graduation from high school and accepts the position. Once a student simply announced that he was finding a position on his own and did.

If students prefer to decide where to work by the type of job they will perform, then location must be of second importance. Particularly if a female student is interested in doing office work, banking or sales, then it may be very difficult to find a job near home. In fact, in this year's graduating group no females will continue on to office jobs--most will work in manufacturing. If area is of prime importance and the nature of the job is unrelated, then it is relatively easy to find a job anywhere. For instance, if a student is satisfied with transporting goods, then a job in Iwate can easily be found.

Occasionally a student attempts to and passes an entrance test for the civil service, but for the most part graduates are placed in private firms. Even if the civil service test is passed, no guarantee exists that a job will be found, so most students do not consider government employment as a possibility.

Sometimes students choose to try enter the Self Defense Force at which time they must be prepared to live in military dormitories in places far away from home for the duration of their service of 2 to 4 years. Recruiters come to the school to find interested candidates and may also visit individual homes to encourage enlistment.

In the first year of high school the students are surveyed twice to find out their wishes upon graduation. They are surveyed twice again in the second year of high school to determine whether they will continue their education or seek a job. If they will be seeking a job they are asked to identify what type of job they are interested in.

By May of the third year the students are clear about their wishes. Since Miyamori is so small, all students are asked to make their decisions and to keep to them. No students graduate without knowing what they are going to do next. In July of the senior year Mr. Kosuga begins general discussion with students concerning employment and shows them recruitment forms. Students are also seen individually and more detailed information is recorded. They are asked to think about their choices during the summer vacation.

In July or August of the senior year parents and students are called to school to talk individually with Mr. Kosuga about the future. From the discussions held at that time it seems that parents and children do not discuss employment much at all at home. When they meet together possibilities are discussed, especially in regard to the location of the prospective job. Often a large gap in thinking exists between parent and child. Mr. Kosuga listens but does not interfere. After several days a final decision is usually brought back to school by the student.

Students can rarely make visits to companies outside of the prefecture, but can make visits to companies in the prefecture during the end of August or beginning of September. Local companies encourage students to visit before deciding whether or not an available job will be applied for. The local firm then has a chance to assess a candidate and can indicate its feelings to Mr. Kosuga. Companies are looking for employees who have a good personality and positive attitude and who will

work well within the company so that later frustration by unsatisfied employees can be avoided. Perhaps these factors are more important than even the entrance exam in determining who a local company will hire.

Companies also examine students' grades, absences and club activities as factors in deciding whether or not they'd like to hire students.

Internal selection, or koonai senkoo, exists as a date on the school calendar but because the number of students in the senior class is so small, competition between students is virtually non-existent. If two students wish to try for the same company, the conflict is resolved by discussion between them. In September the actual companies are chosen and personal histories are written on standard forms. They are corrected by Mr. Kosuga as necessary. Applications for examinations are completed. In October entrance exams are taken.

If the company is located in Tokyo, the entrance exam usually must be taken in Tokyo. A few companies do offer their exams at the school, but not many. Students normally travel by themselves to the place of the test. Only a few companies will allow parents to accompany their children to the city. Most companies will send a representative to meet the prospective employee at Ueno station the day of arrival in Tokyo. If a representative cannot be sent, then a map is forwarded so the student can find the company without difficulty. The student then must stay the night in Tokyo before returning home. All expenses for the exam are born by the company.

Almost all exams include an interview for which students have practiced. The homeroom teacher, the head teacher and Mr. Kosuga together help the students practice by conducting mock interviews. Each student is interviewed at school by one of the three. Students are instructed about manners and choice of words and about how to answer various questions, how to explain why they want to work in a company, how to handle questions about in-house transfers.

In the case of female students applying for jobs in sales and manufacturing the only exam given in October might an interview. Since writing is essentially not important to these jobs, a written test is considered unimportant. An entrance exam might also be an interview plus an arithmetic test. During the interview attitude toward work is carefully assessed by the company.

If students fail the exam in October, they are asked to review the remaining recruitment cards to decide on a new company, or Mr. Kosuga will help them find another company to try. This process can continue 2 or 3 times until all students have passed and found a job for April. Every year one or two students are late in passing an exam, but never later than the end of January or early February. This year the last student passed an exam at the end of January. Mr. Kosuga can officially help with job placement until the end of March and, if asked, will assist until the end of April.

This year more than half the candidates failed on their first try at exams with the situation for female students being particularly difficult. Office jobs have become scarce and the number of jobs available in that area is becoming more and more limited while the opportunities for jobs in sales have remained the same but the competition has become stiffer. The males who sought jobs this year were all applying for jobs in manufacturing or sales where the conditions have not significantly changed.

Mr. Kosuga was very surprised by the fact that when students were asked during their talk with me about how much their starting salaries would be, a number said they couldn't remember. At least part of the reason may be that students are relieved to have found jobs and in the countryside

money is not considered to be as important as the fact that a company does provide an opportunity to work. In the countryside of Japan no job pays as well as the equivalent one would in Tokyo.

Occasionally a student who has passed a company exam and been accepted for employment in April refuses to take the job and stays home instead, but this type of case is not common.

Companies teach employees what skills they need to know to do their jobs.

With a starting salary of about ¥100,000 in Tokyo and with dormitory space and meals costing about ¥30,000 per month, the amount of spending money left to a new employee is rather limited. Sometimes dormitory expenses do not cover meals on Sunday, so living costs become even higher. Just one or two outings can quickly exhaust the remainder. One of most challenging tasks for a new employee is to learn to manage money. Most dormitories have a curfew of 10:00 p.m. or in some cases, 9:00 p.m.

Sometimes a student enters a job and within months or days has returned to tell Mr. Kosuga that the job is absolutely intolerable. He can sometimes help such a student find something different by introduction or by pointing a student in the direction of a company which seems to be hiring new employees. In other cases, Mr. Kosuga can do nothing to help and the student is left on his or her own to find another job.

Once students have settled in their jobs, Mr. Kosuga expects that males will remain for as long as they can in those jobs but that many will also change after 3 to 5 years. 15 years ago this was not the case, but in today's labor market it is possible to leave one job for another which pays better after having attained certain qualifications. For instance, a gas station attendant will qualify to employ personnel as well as to sell gas and will move onto a position where those qualifications can be used. Then too, a company might go bankrupt or change location forcing its employees to find new jobs.

Females will probably work at their entry level jobs for about 3 years, until they are 20 or 21 years old. Those females who stay longer than 3 years will be considered long time employees. Those who quit will be resigning for marriage or for various other reasons.

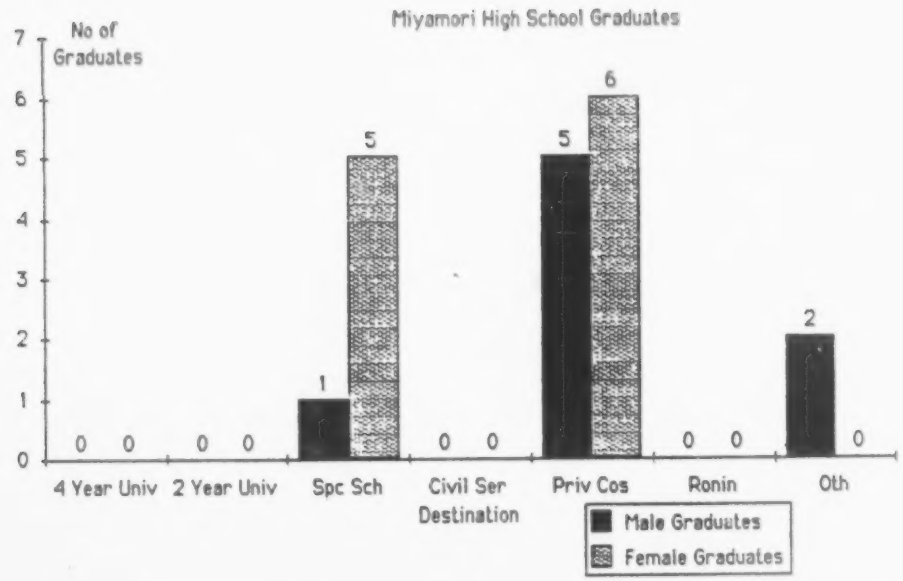

Figure 1: Graduation Statistics for Toono-Miyamori High School, 1984 (Iwate, 1985, p. 5).

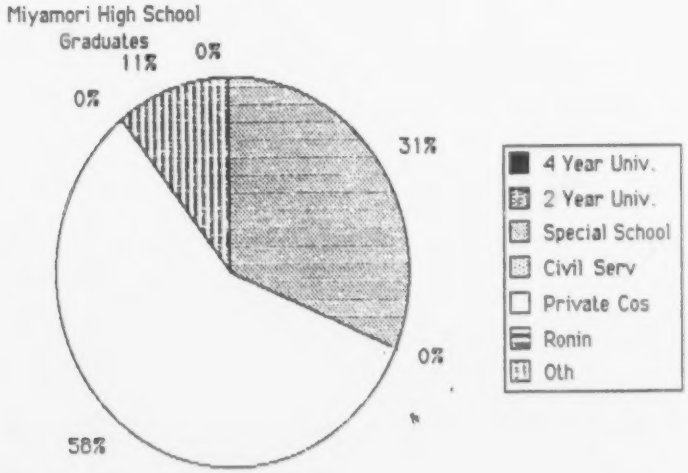

Figure 2: Graduation Statistics for Toono-Miyamori High School by Per Cent, 1984 (Iwate, 1985, p. 85).

Figure 3: Distribution of Employed Graduates by Industry Type for Toono-Miyamori High School, 1984. (Iwate, 1985, p. 5).

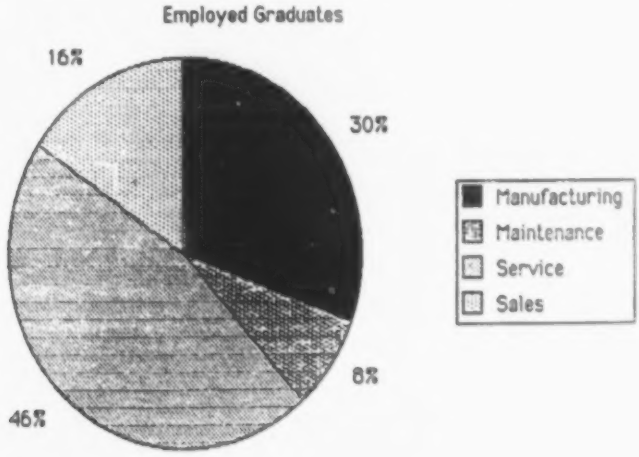

Figure 4: Percentage Distribution of Employed Graduates by Industry Type for Toono-Miyamori High School, 1984 (Iwate, 1985, p. 5).

INTERVIEW WITH 8 STUDENTS
AT
KENRITSU TOONO KOOTOO GAKKOO MIYAMORI BUNKOO
(TOONO-MIYAMORI HIGH SCHOOL)
TOONO-CITY, IWATE PREFECTURE

I interviewed 8 male students, R. Kikuchi-san, K. Tada-san, Konno-san, T. Tada-san, K. Kikuchi-san, S. Tada-san, T. Sasaki-san, and Miyata-san at Toono-Miyamori High School. The interview with these seniors was completed after company entrance examinations had been taken and represents the reactions of seniors whose immediate future is decided.

R. Kikuchi-san, 18 years old, lives in Otomocho of Toono City with his parents. In April he will begin a job in sales at the Ida Department Store in Tokyo.

H. Tada-san, 18 years old, lives in Miyamori Village with his parents. He wrote that he would begin a job in April at Sekishin Manufacturing Company in Hanamaki City (just west of Toono).

Konno-san, 18 years old, lives in Otomocho of Toono City with his parents. In April he will begin a job on the production line of Isuzu Motors Company in Kanagawa Prefecture.

T. Tada-san, 18 years old, lives in Miyamori Village with his parents. He indicated that he would begin a job in April at Tooyoo Lens Company in Miyamori Village.

K. Kikuchi-san, 18 years old, lives in Otomocho of Toono City with his parents. In April he will begin a job in machine inspection at Iwate Herusu Manufacturing Company in Morioka City, IwatePrefecture.

S. Tada-san, 18 years old, lives with his parents in Miyamori Village. He wrote that he would begin a job in April at Tooyoo Lens Company in Miyamori Village.

T. Sasaki-san, 18 years old, lives with his parents in Otomocho of Toono City. In April he will become an enlistee in the Self Defense Forces of Japan.

Miyata-san, 18 years old, lives in Kami Kyoota section of Toono City with his parents. He indicated that in April he would begin a job as a guard at Sengo Guard and Security Company in KanagawaPrefecture.

How did you decide on your jobs?

R. Kikuchi-san: I looked at the recruitment cards which came to the school and decided.

H. Tada-san: I looked at the recruitment cards which came to the school and decided.

Konno-san: I looked at the recruitment cards which came to the school and decided.

T. Tada-san: I looked at the recruitment cards which came to the school and decided.

K. Kikuchi-san: I looked at the recruitment cards which came to the school and decided.

S. Tada-san: I talked to my teachers and through them found my job.

T. Sasaki-san: A man from the Self Defense Forces came and recruited me.

Miyata-san: I looked at the recruitment cards which came to the school and decided.

Before you finally decided, did you have both a first choice company and a second choice company?

R. Kikuchi-san: I only had a first choice, the Ida Department Store where I will begin my job

in April.

H. Tada-san: I had a first and second choice. I failed on my first exam and succeeded on my second exam.

Konno-san: I entered Isuzu Motors, my first choice company.

T. Tada-san: I failed on my first exam and succeeded on my second exam.

K. Kikuchi-san: I failed on my first exam and succeeded on my second exam. I will enter Herusu Manufacturing in Iwate Prefecture in April.

S. Tada-san: I had only one choice.

T. Sasaki-san: My first choice was the Self Defense Forces.

Miyata-san: I failed on my first exam and succeeded on my second exam and will enter Sengo Guard and Security Company.

Did you use the counseling room? If you did, for what purpose? When did you start using the counseling room?

R. Kikuchi-san: I used the room to look at the recruitment cards from around the end of August.

H. Tada-san: I used the counseling room to search through the recruitment cards. I began using the room around July of my senior year.

Konno-san: I used the room to look at recruitment cards from July of my senior year.

T. Tada-san: I used the room to look at recruitment cards beginning in July.

K. Kikuchi-san: I used the room to look at recruitment cards which helped me find a job that suited me. I started using the room in July.

S. Tada-san: I began in July to use the room to look at recruitment cards.

T. Sasaki-san: I used the room beginning in July to look at various materials, but no Self Defense Forces' material is located in the room.

Miyata-san: I began using the room in June to help me find a job.

Did you fill out any papers in regard to getting a job and hand them into your counselor?

R. Kikuchi-san: I filled out a personal history.

H. Tada-san: I filled out a personal history.

Konno-san: I filled out a personal history.

T. Tada-san: I filled out a personal history.

K. Kikuchi-san: I filled out a personal history.

S. Tada-san: I filled out a personal history.

T. Sasaki-san: I filled out a form about my absences from school.

Miyata-san: I filled out a pledge, a form about absences and at least two other pieces of paper.

Did you often talk to your counselor about finding a job?

R. Kikuchi-san: I often talked to my counselor about the content of the jobs being offered.

H. Tada-san: I think I talked a lot about the companies and what jobs they do. I talked about various things.

Konno-san: I talked to my counselor about the content of jobs being offered.

T. Tada-san: I talked to the counselor about the content of jobs.

K. Kikuchi-san: I often talked to my counselor about the content of specific jobs and what kind of work is done in various companies.

S. Tada-san: It was not often, but I did talk about about job conditions.

T. Sasaki-san: I didn't talk to my counselor.

Miyata-san: I did talk. When I failed the first exam, I talked often to the counselor about how to pick a second company.

What kind of advice or warnings did your homeroom teacher or counselor give you?

R. Kikuchi-san: I was told to be careful of my way of speaking during the interview part of theentranceexamination.

H. Tada-san: I was told to be careful of my way of speaking during the interview part of the entranceexamination.

Konno-san: I was told to be careful of my way of speaking and to be sure to exhibit interest during the interview part of the entrance examination.

T. Tada-san: I was told to be careful of my way of speaking, to be sure to enter the room properly, to be sure to exhibit interest during the interview.

K. Kikuchi-san: I was told to be careful of my way of speaking and of my attitude during the interview part of the entrance examination.

S. Tada-san: I was told to be careful of my way of speaking, my attitude and way of sitting during the interview part of the entrance examination.

T. Sasaki-san: I was told to be careful of my way of sitting during the interview.

Miyata-san: I was told to be careful of my attitude during the interview.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

R. Kikuchi-san: I talked to them about the fact that I would find a job outside the prefecture and about the conditions for work.

H. Tada-san: I did talk to them.

Konno-san: I did talk to them about getting a job outside the prefecture.

T. Tada-san: I talked to them about getting a job in the prefecture.

K. Kikuchi-san: I talked to them about whether I should try to find a job in or out of the prefecture.

S. Tada-san: I talked to them about getting a job in the prefecture.

T. Sasaki-san: I talked to them, but not much.

Miyata-san: I talked to them about my choice of companies.

Did you visit your company? When?

R. Kikuchi-san: The entrance exam was at the company so I was given a tour. I got a chance to sense the mood of the place and the working conditions.

H. Tada-san: I went to the company in November. I had a chance to sense the mood of the job and see what kind of work was done.

Konno-san: I didn't visit my company.

T. Tada-san: I didn't visit my company.

K. Kikuchi-san: I didn't go before the exam. I toured the company on the day of the exam. I saw the place where people work.

S. Tada-san: I didn't visit my company.

T. Sasaki-san: I didn't tour a military base.

Miyata-san: I didn't visit my company.

Did you study for the entrance exam?

R. Kikuchi-san: I didn't do much studying. I bought a book about general knowledge and looked a little at it.

H. Tada-san: I didn't do much special studying, but I did a little.

Konno-san: I studied a little.

T. Tada-san: I studied a little.

K. Kikuchi-san: I studied a little.

S. Tada-san: I went to the company to visit and they gave me homework which was my study.

T. Sasaki-san: I studied mathematics a little.

Miyata-san: I didn't do any special studying.

How many entrance exams did you take?

R. Kikuchi-san: I succeeded on my first try.

H. Tada-san: My first choice was not successful. I succeeded on my second try.

Konno-san: I succeeded on my first try.

T. Tada-san: I succeeded on my second try.

K. Kikuchi-san: I succeeded on my second try.

S. Tada-san: I succeeded on my first try.

T. Sasaki-san: I succeeded on my first try.

Miyata-san: I succeeded on my second try.

Where did you take your exam?

R. Kikuchi-san: I took the exam at the main office in Tokyo.

H. Tada-san: I took the exam at the company office in Hanamaki.

Konno-san: I took the exam in Morioka.

T. Tada-san: I took the exam here in Miyamori.

K. Kikuchi-san: I took the exam in Morioka.

S. Tada-san: I took the exam here in Miyamori.

T. Sasaki-san: I took the exam at a military base.

Miyata-san: I took the exam at a company branch office in Sendai.

What was the content of your entrance exam?

R. Kikuchi-san: I had a general knowledge test and an interview. The interview was the most difficult part.

H. Tada-san: I had a general knowledge test covering things learned in school and an interview. The interview was difficult.

Konno-san: I had a general knowledge test covering basic school knowledge and an interview which was difficult.

T. Tada-san: I had an interview and a general knowledge test. The mathematics section of the general knowledge test was difficult.

K. Kikuchi-san: I had a general knowledge test. The English and mathematics sections were difficult because they were application problems.

S. Tada-san: I had an interview and a general knowledge test. The mathematics section of the general knowledge exam which covered trigonometric functions was difficult.

T. Sasaki-san: I had a mathematics test, an English test and a medical exam. The medical was difficult.

Miyata-san: I had a general knowledge test, a composition and interview. I cannot remember the title of the composition but it was difficult.

How do you feel right now as you look at the job you are about to begin?

R. Kikuchi-san: My company entrance ceremony is sooner than most. I have to prepare myself to begin my work.

H. Tada-san: I wonder if I can do the job that is expected of me.

Konno-san: I would like to begin work as soon as possible.

T. Tada-san: I wonder how long it will take me to get used to my new job.

K. Kikuchi-san: Once I enter I want to persevere.

S. Tada-san: I have many worries.

T. Sasaki-san: I want to work hard.

Miyata-san: I wonder if I will get used to my new job and if I will be able to make friends.

What exactly will you be doing at your company? What will be the content of your job? Do you feel it will harmonize with your personality?

R. Kikuchi-san: I will be selling merchandise. I think I will like the job.

H. Tada-san: I will be involved in manufacturing. I think the job suits me.

Konno-san: The job will be manufacturing. I think I will like it.

T. Tada-san: The job will be manufacturing. I think the job fits my personality.

K. Kikuchi-san: The job will be machine inspection. I think I will like it.

S. Tada-san: I will be involved in manufacturing. I am not sure if I will like it.

T. Sasaki-san: I will be defending my country. I will like it.

Miyata-san: My job is in service. I may not like it.

What kind of special skills do you think you will need to work at your company?

R. Kikuchi-san: No special skills will be required of me.

H. Tada-san: I will need to be able to calculate.

Konno-san: I don't know.

T. Tada-san: I will need to use machines.

K. Kikuchi-san: I will need to use machines.

S. Tada-san: I will need to use machines.

T. Sasaki-san: I will need no special skills.

Miyata-san: I will need no special skills.

What do you need to be aware of once you start your jobs?

R. Kikuchi-san: I will have to be careful of my language.

H. Tada-san: I will have to be careful how I speak to my superiors.

Konno-san: I will have to be careful how I speak to my superiors.

T. Tada-san: I will have to be careful how I speak to my superiors.

K. Kikuchi-san: I will have to be careful of my use of language.

S. Tada-san: I will have to be careful of use of my language.

T. Sasaki-san: I will have to be careful the language I use to my superiors.

Miyata-san: I will have to be careful of my use of language.

Will you have a training period after you enter your company?

R. Kikuchi-san: There will be one week of training after I enter the company.

H. Tada-san: I don't know.

Konno-san: There will be training, but I don't know for how long.

T. Tada-san: I don't know if there will be training or not.

K. Kikuchi-san: There will be training, but I don't know for how long.

S. Tada-san: I don't think there will be training.

T. Sasaki-san: All my time will be in training.

Miyata-san: There will be one week of training after I enter the company.

How will your lives change when you get jobs?

R. Kikuchi-san: I don't think my life will change very much at all except that my use of language will change.

H. Tada-san: Until I start to work, I don't know how my life will change.

Konno-san: When I was a student, I was taken care of by my family. At work I will have to live my own life.

T. Tada-san: I don't think my life will change very much.

K. Kikuchi-san: I don't know right now, but I am sure my life will change to some extent.

S. Tada-san: My way of meeting people will change.

T. Sasaki-san: From now on I will spend much of my time in practice.

Miyata-san: I don't think my life will change very much, but I will not have so much free time.

How long do you think it will take to settle into your jobs?

R. Kikuchi-san: I think it will take 1 month

H. Tada-san: It will take half a year.

Konno-san: It will take 1 year.

T. Tada-san: It will take 2 years.

K. Kikuchi-san: I won't know until I start working, maybe 3 months.

S. Tada-san: It will take 1 month.

T. Sasaki-san: It will take 1 year.

Miyata-san: It will take half a year.

What will you do with the salary you receive?

R. Kikuchi-san: I will save half of my money and use the rest as I please.

H. Tada-san: I will save some and the rest will go as payment for the car I will buy.

Konno-san: I will save some and spend the rest on living.

T. Tada-san: I will save money to buy a car. The rest I will save or use on living.

K. Kikuchi-san: I will save some and use the rest on living.

S. Tada-san: I will save most of my money.

T. Sasaki-san: I will save all my money.

Miyata-san: I will save 20% to 30% of my money and spend the rest on living.

Do you think you will spend extraordinary amounts of money living away from home?

R. Kikuchi-san: I will be in a dormitory, so I don't anticipate living being very expensive.

H. Tada-san: I will live at home.

Konno-san: I think I will spend money going out with people from the company.

T. Tada-san: I will live at home.

K. Kikuchi-san: I will spend money going out with people.

S. Tada-san: I will live at home.

T. Sasaki-san: I will be in the Self Defense Forces.

Miyata-san: I don't think costs will be so high.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

R. Kikuchi-san: I will get ¥110,000 per month with 2 bonuses a year of 3.5 months salary each. The salary should increase yearly by ¥16,000-17,000. A small extra bit will be added to my salaryeveryDecember.

H. Tada-san: I will get ¥80,000 per month. I will get a bonus after 2 years. I don't know how much my salary will increase yearly.

Konno-san: My salary will be just over ¥100,000 per month with a bonus twice a year but I don't know how much.

T. Tada-san: My salary will be about ¥80,000 per month with bonuses twice a year, but I don't know how many months each will be. I don't know about increases in salary per year.

K. Kikuchi-san: My salary will be ¥90,000 per month. Bonuses will be twice a year consisting of 3 months salary each. I don't know about increases in salary per year.

S. Tada-san: My salary will be about ¥80,000 per month. Bonuses will be twice a year, but I don't know how much.

T. Sasaki-san: My salary will be ¥100,000 per month. I will get a bonus of ¥600,000 per year. I don't know how much my salary will increase per year.

Miyata-san: My salary will be ¥110,000 per month. Bonuses will be twice a year, but I don't know how many months nor do I know how much my salary will increase per year.

For those who will be living with their families, do you think you will be able to live independently of your parents?

R. Kikuchi-san: I will be living away from my parents.

H. Tada-san: I have a desire to live away from my parents, but I will stay with them.

Konno-san: I will be living away from my parents.

T. Tada-san: I have a desire to live away from my parents, but I will stay with them.

K. Kikuchi-san: I will be living away from my parents.

S. Tada-san: I would like to live away from home, but won't.

T. Sasaki-san: I will be living away from my parents.

Miyata-san: I will be living away from my parents.

Do you want to stay in the company you have chosen until you retire? How long do you plan to stay at your first job?

R. Kikuchi-san: I would like to stay until I retire.

H. Tada-san: I would like to stay until I retire.

Konno-san: I haven't thought about it.

T. Tada-san: I won't know until I try working at the job.

K. Kikuchi-san: I don't know.

S. Tada-san: I don't know.

T. Sasaki-san: I don't know.

Miyata-san: I don't know.

In 5 years time what do yo think yo will be doing?

R. Kikuchi-san: I don't think I will be doing anything different in five years time.

H. Tada-san: I don't think I will be doing anything different in five years.

Konno-san: I don't think I will be doing anything different in five years.

T. Tada-san: I don't think I will be doing anything different in five years.

K. Kikuchi-san: I don't think I will be doing anything different in five years.

S. Tada-san: I don't think I will be doing anything different in five years.

T. Sasaki-san: I don't think I will be doing anything different in five years.

Miyata-san: I will more adult in five years.

How old will you be when you get married?

R. Kikuchi-san: I think I will be about 23 or 24 when I get married.

H. Tada-san: I think I will be about 25 when I get married.

Konno-san: I think I will be about 24 or 25 when I get married.

T. Tada-san: I think I will be about 25 when I get married.

K. Kikuchi-san: I think I will be about 25 or 26 when I get married.

S. Tada-san: I think I will be about 24 or 25 when I get married.

T. Sasaki-san: I think I will be from 25 to 28 when I get married.

Miyata-san: I don't know.

What will you be doing when you are 31 or 32 years old? A job? Interests?

R. Kikuchi-san: I think I will still be doing the same job. I don't think anything will have changedmuch.

H. Tada-san: I will be working at home and working at the company as well.

Konno-san: I don't know.

T. Tada-san: I don't know.

K. Kikuchi-san: I will have a family and be working as usual

S. Tada-san: I don't know what will happen then.

T. Sasaki-san: I don't know.

Miyata-san: I will be married with a family. I don't know if I will be doing the same job or not.

INTERVIEW WITH 10 STUDENTS AT KENRITSU TOONO KOOTOO GAKKOO MIYAMORI BUNKOO (MIYAMORI-TOONO HIGH SCHOOL) TOONO CITY, IWATE PREFECTURE

I interviewed 10 female students, Y. Kikuchi-san, Chida-san, C. Kikuchi-san, Ninuma-san, Y. Sasaki-san, M. Kikuchi-san, K. Kikuchi-san, Asanuma-san, C. Sasaki-san, and Abe-san at Miyamori-Toono High School. The interview with these seniors was completed after company entrance examinations had been taken and represents the reactions of seniors whose immediate future is decided. All students are enrolled in the general studies curriculum that most high school students study.

Y. Kikuchi-san, 17 years old, lives in Miyamori Village with her parents. She wrote that she had chosen a job in manufacturing at Shikishimasei Bread Company in Meguro, Tokyo.

Chida-san, 18 year old lives in Miyamori Village with her parents. She indicated she would be working in manufacturing at the Fits-shon Center in Morioka, Iwate Prefecture (the prefectural capitalcity).

C. Kikuchi-san, 18 years old, lives in Miyamori Village but not with her parents. In April she will begin working in manufacturing section at Daishin Food Company in Kanagawa Prefecture (just south of Tokyo).

Ninuma-san, 18 years old, lives in Miyamori Village with her parents. She wrote that she would begin a job in manufacturing at Ikeda Fiber Company in Toono City in April.

Y. Sasaki-san, 18 years old, lives in Miyamori Village, but not with her parents. In April she will begin a job in manufacturing at Tohoku Nylon Company in Iwate Prefecture.

M. Kikuchi-san, 18 years old, lives in Miyamori Village with her parents. She indicated that she would begin a cooking job at Daishin Food Company in Kanagawa Prefecture.

K. Kikuchi-san, 18 years old, lives in Miyamori Village with her parents. In April she will begin a job in sales at Markoo Company in Hanamaki City, Iwate Prefecture (a city just west of Toono).

Asanuma-san, 18 years old, lives in Miyamori Village with her parents. She wrote that she would begin a job in the service sector at the beauty parlor Hiratoya in April in Morioka City, Iwate Prefecture.

C. Sasaki-san, 18 years old, lives in Miyamori Village with her parents. In April she will begin a job a Kiyomizu Paper Printing Company in Tokyo.

Abe-san, 17 years old, lives in Miyamori Village with her parents. She indicated that in April she will continue to a specialized school called World Grooming School in Nagoya (about two-thirds of the way to Kyoto from Tokyo) to learn pet care. She will also have a part time job in a pet store.

How did you decide on your jobs?

Y. Kikuchi-san: I looked at the recruitment cards at school.

Chida-san: I decided based on the recruitment cards that came to the school.

C. Kikuchi-san: I decided based on the recruitment cards that came to the school.

Ninuma-san: I looked at recruitment cards and decided.

Y. Sasaki-san: I looked at recruitment cards and decided.

M. Kikuchi-san: I looked at recruitment cards and decided.

K. Kikuchi-san: I looked at recruitment cards and decided.

Asanuma-san: I looked at recruitment cards and decided.

C. Sasaki-san: I looked at recruitment cards and chose a job that was close to the house of a person I knew in Tokyo.

Abe-san: Going to a specialized school in pet care had been my dream. I looked at various specialized school catalogs and decided on the one I would attend.

Before you finally decided, did you have both a first choice company and a second choice company?

Y. Kikuchi-san: I had only one choice and that was Shikishima Bread Company, the company I will enter.

Chida-san: I thought of remaining inside Iwate Prefecture and made my choice based on that fact.

C. Kikuchi-san: My first choice was to go out of Iwate Prefecture and I chose the job in Kanagawa.

Ninuma-san: My first choice was to remain inside the prefecture and I chose a job based on that.

Y. Sasaki-san: My first choice was to find a company inside the prefecture.

M. Kikuchi-san: My first choice was to find a job in Tokyo, but that was not possible so I chose a company in Kanagawa Prefecture.

K. Kikuchi-san: My choice was to find a company in the prefecture.

Asanuma-san: I wanted to leave the the prefecture, but in the end I chose a job in Morioka in IwatePrefecture.

C. Sasaki-san: I wanted to leave the prefecture and I decided on a job in Tokyo.

Abe-san: I talked to my parents and decided to go to school near our relatives in Nagoya.

Did you use the counseling room? If you did, for what purpose? When did you start using the room?

Y. Kikuchi-san: I began going to the room around June of my senior year in order to find an appropriatejob.

Chida-san: In June I began using the room in order to find a place to work in April.

C. Kikuchi-san: In June I began using the room in order to find a place to work in April.

Ninuma-san: I began using the room in June in order to locate a job.

Y. Sasaki-san: In June I began to use the room so I could find a place to work.

M. Kikuchi-san: I used the room beginning in June in order to find a place to work.

K. Kikuchi-san: I started using the room in July to find a job for April.

Asanuma-san: I started using the room in July to help me find a job.

C. Sasaki-san: I don't remember if it was July or August, but I used the room to help me find a job in April.

Abe-san: I went to the room beginning in June to find out if there was a specialized school I

-couldattend.

Did you fill out any papers in regard to getting a job and hand them in to your counselor?

Y. Kikuchi-san: I don't remember.

Chida-san: I don't remember.

C. Kikuchi-san: I filled out a personal history.

Ninuma-san: I filled out a personal history.

Y. Sasaki-san: I don't remember.

M. Kikuchi-san: I don't remember.

K. Kikuchi-san: I don't remember.

Asanuma-san: I don't remember.

C. Sasaki-san: I don't remember.

Abe-san: I don't remember.

Did you often talk to your counselor about finding a job? When did you start talking to him?

Y. Kikuchi-san: I began talking to my homeroom teacher around the middle of July about the process of finding a job. I didn't discuss the issue very much with him.

Chida-san: I began talking to my homeroom teacher around the middle of August, but didn't talk very much.

C. Kikuchi-san: I began talking in the beginning of September to both my homeroom teacher and to Mr. Kosuga about finding a job.

Ninuma-san: I began talking around the end of August or beginning of September to my homeroom teacher about a job. We talked often.

Y. Sasaki-san: In the middle of August we had personal interviews with school officials and at that time I talked at length about my plans. Around October I talked to my homeroom teacher and Mr. Kosuga again.

M. Kikuchi-san: Beginning in September, I talked to Mr. Kosuga and to my homeroom teacher.

K. Kikuchi-san: I don't remember when, but when there was something I didn't understand, I asked my homeroom teacher.

Asanuma-san: I started talking to Mr. Kosuga in the middle of September.

C. Sasaki-san: I don't remember when, but I did talk to my teachers a bit.

Abe-san: Beginning around September, I often talked to my homeroom teacher about my plans.

What kind of advice or warnings did your homeroom teacher or counselor give you?

Y. Kikuchi-san: My teacher and I talked about interviews and how to used language and how enter a room.

Chida-san: My teacher told me how to take an interview, especially to make sure I looked directly at my interviewer while speaking and to speak clearly.

C. Kikuchi-san: My teacher helped me with the practice interview and at that time told me

how to enter a room, use polite language, answer questions.

Ninuma-san: My teacher helped me with advice about entering a room and how to reply to questions. When I was talking, he told me to remember to look the interviewer in the eyes. When I was asked a question, I should remember to answer right away.

Y. Sasaki-san: I was told about interviews, how to remember to look straight at my interviewer and how to speak clearly. I was told how to open and close a door.

M. Kikuchi-san: I was told about how to take an interview, especially to remember to pay close attention at the beginning and end of the interview. My voice is low so I was encouraged to speak loudly and avoid saying "eeto" (Japanese pause mechanism similar to our "well").

K. Kikuchi-san: I was told about interviews, how to enter and leave a room and other factors involved in having an interview.

Asanuma-san: I was told about taking an interview, how to walk, enter a room, and open a door

C. Sasaki-san: I was told about the interview, everything from entering a room to leaving it.

Abe-san: I received no particular advice.

Did you talk to your parents about the process of finding a job? What did you talk about with them?

Y. Kikuchi-san: I decided about the job myself and then told them about my decision and received their approval.

Chida-san: My parents told me that the decision was mine and they told me to choose what I wanted. They approved of my choice.

C. Kikuchi-san: My parents told me that they wanted me to stay in Iwate. I decided to do what I wanted and am going to work in Kanagawa Prefecture.

Ninuma-san: My parents wanted me to stay in the prefecture and I will.

Y. Sasaki-san: My parents told me that they wanted me to stay in Iwate. I followed their advice and chose the job that best suited me.

M. Kikuchi-san: My parents told me to change my decision, but I told them that I had already decided. They commented and the discussion stopped.

K. Kikuchi-san: It was my decision so I decided myself.

Asanuma-san: My parents wanted me to decide for myself and told me so. When I decided on a company, they didn't say anything in particular.

C. Sasaki-san: I talked to my parents before I decided. I also talked to them as I was trying to make my final choice.

Abe-san: My parents first opposed it, and told me to find a job. I told them about my dream and my plan and in the end they approved of it.

Did you visit your company? When?

Y. Kikuchi-san: I didn't visit the company.

Chida-san: I went in the middle of September. I saw where clothes are cut out and where they are completed.

C. Kikuchi-san: I didn't visit the company.

Ninuma-san: I went at the time of the interview, but didn't go before I made the decision on

which company to choose.

Y. Sasaki-san: I went at the time of the exam and was shown around the factory by a member of personnel.

M. Kikuchi-san: I didn't visit the company.

K. Kikuchi-san: I didn't visit the company.

Asanuma-san: I went to the company at the beginning of September

C. Sasaki-san: I was shown around the company after the entrance exam.

Abe-san: I went to the school during the first semester of my senior year (April-July).

Did you study for the entrance exam?

Y. Kikuchi-san: Yes, I tried to anticipate what would be asked of me in the interview and practiced being able to answer.

Chida-san: I thought of what might be asked on the interview and practiced being able to answer.

C. Kikuchi-san: I practiced general knowledge and being able to answer interview questions.

Ninuma-san: I didn't do any studying.

Y. Sasaki-san: I practiced general knowledge and for the interview. I thought about what might appear on the test and practiced.

M. Kikuchi-san: I practiced general knowledge and for the interview.

K. Kikuchi-san: I looked at the pages we were given about how to take an interview. I tried to practice for the interview by myself.

Asanuma-san: I imagined what might be asked on the interview exam and formed my answers.

C. Sasaki-san: I prepared for the interview by practicing with teachers at school. They corrected me and I tried doing a mock interview.

Abe-san: I had no entrance test.

How many entrance exams did you take?

Y. Kikuchi-san: I took one entrance exam.

Chida-san: I took one entrance exam

C. Kikuchi-san: My first test was in Tokyo and the second in Kanagawa. I passed the second time. The second time the personnel man came to Miyamori to give me my entrance exam so I only traveled once.

Ninuma-san: I failed once at a company in Hanamaki. The second time I passed at a company in Toono.

Y. Sasaki-san: I failed once and succeeded on my second attempt.

M. Kikuchi-san: I took three tests. Each time I had to go to Tokyo. On the third try I succeeded.

K. Kikuchi-san: I took one entrance exam

Asanuma-san: I took one entrance exam

C. Sasaki-san: I failed once. The first time I failed in my try for a company in Tokyo. The test was given in Hachinohe (Iwate Prefecture). The second time I went to Tokyo and passed.

Abe-san: I didn't have any entrance exam.

What was the content of your entrance exam?

Y. Kikuchi-san: I had an interview and an IQ test. The interview was difficult for me.

Chida-san: I had an interview, a composition and a general knowledge test. The general knowledge exam was the most difficult.

C. Kikuchi-san: I had only an interview. I was asked questions and felt I didn't answer properly and in that way I found it difficult.

Ninuma-san: I only had an interview. I was nervous in answering and felt bad afterward.

Y. Sasaki-san: I had a general knowledge test, a composition and an interview. The interview was difficult because I felt I couldn't adequately express what I was thinking.

M. Kikuchi-san: I only had an interview, and it was difficult because I felt I couldn't answer well.

K. Kikuchi-san: I had a general knowledge test, a composition, an IQ test and interview. The interview was the most difficult because I couldn't answer quickly with proper language.

Asanuma-san: I had an interview and a composition. The interview was difficult because I was nervous and couldn't answer properly.

C. Sasaki-san: I only had an interview, but I felt I didn't answer well.

Abe-san: The specialized school had no entrance exam.

How do you feel right now as you look at the job you are about to begin?

Y. Kikuchi-san: I am uneasy. I will be going to Tokyo and wonder if I will be able to do the job I am asked to do.

Chida-san: I will be living in a dorm, away from my family and am a bit concerned.

C. Kikuchi-san: When I go to live in Kanagawa there will be no one I know to talk to so I am worried. I am also worried about whether or not I will be able to make friends.

Ninuma-san: I am worried about personal relations. I will not be with my classmates, but will be with superiors so I must learn to use polite language.

Y. Sasaki-san: I will be in a dorm and there will be no one I know near me. I wonder if I will be able to make friends with the people there.

M. Kikuchi-san: I am worried about whether or not I will make friends.

K. Kikuchi-san: I will become a full-fledged member of society and wonder if I will be able to do my job properly.

Asanuma-san: I will be going to work everyday and won't have the life of a student.

C. Sasaki-san: My biggest worry is that I will be in a dorm and wonder if I will be able to get along with the people who live there. In terms of work, I am not confident that I will be able to do what is asked of me

Abe-san: I am going to Nagoya where I know no one. Although I have family in Nagoya, I will not know anyone at the school and I wonder if I will be able to get along with everyone.

What exactly will you be doing at your company? What will be the content of your job?

Y. Kikuchi-san: I will work at a company that produces bread. I don't know exactly what I will be doing.

Chida-san: I will be working in a garment producing company.

C. Kikuchi-san: The company produces food, but I don't know exactly what I will be doing.

Ninuma-san: I will be making children's clothes.

Y. Sasaki-san: The company makes stockings, panty hose and socks. My job will have something to do with making stockings.

M. Kikuchi-san: I will be making food. When I get to the job I will be told exactly what I will be doing.

K. Kikuchi-san: I don't know exactly what I will be doing at the supermarket Markoo, but I think I will be involved in sales.

Asanuma-san: I will be working in a beauty parlor but don't know exactly what I will be doing.

C. Sasaki-san: I will probably be making boxes and things like that at the printing company.

Abe-san: I will be learning how to cut dog hair and all aspects of animal grooming.

Do you feel your new job will harmonize with your personality?

Y. Kikuchi-san: I liked the job and chose it so I feel it will be good for me.

Chida-san: I think it will be a good job for me.

C. Kikuchi-san: I don't know if it will be a good job for me.

Ninuma-san: I don't know if it will be a good job for me.

Y. Sasaki-san: I don't know if it will be a good job for me.

M. Kikuchi-san: I looked at the company pamphlet and decided the job was one I would like to do, so I think it will be good for me.

K. Kikuchi-san: I like sales and so I think it will be a good job for me.

Asanuma-san: I think it will be a good job for me because it is what I have been wanting to do for a long time.

C. Sasaki-san: I think it will be a good job for me.

Abe-san: It was my dream to go to this school so I think it will be fit for me.

Will you have a training period after you enter your company?

Y. Kikuchi-san: I believe there will be training, but I don't know for how long.

Chida-san: I will enter in April and have training, but I don't know for how long.

C. Kikuchi-san: I think there will be training but don't know when.

Ninuma-san: I don't know.

Y. Sasaki-san: I don't know.

M. Kikuchi-san: I think there will be training, but I don't know for how long.

K. Kikuchi-san: I think there will be training, but I don't know for how long.

Asanuma-san: I think there will be training, but I don't know for how long.

C. Sasaki-san: There will be 3 months of training.

Abe-san: It is a school so I will be training.

What do you need to be aware of once you start your jobs?

Y. Kikuchi-san: I must be careful of my language.

Chida-san: I must be careful of my use of language.

C. Kikuchi-san: I must be careful of my use of language.

Ninuma-san: I don't want to use bad language. I will also be making many mistakes because it is my first job.

Y. Sasaki-san: I must be respectful to my superiors at work.

M. Kikuchi-san: I will be working with people older than me so I must be careful of my use of language and I am sure that I will be reprimanded for my mistakes.

K. Kikuchi-san: I must be careful of my use of language with those older than me and with customers.

Asanuma-san: The job is one dealing with people and customers so I must be careful of my language.

C. Sasaki-san: I must be careful of my use of language. I will be in a dormitory so there will be other things to be aware of.

Abe-san: I don't think I will have to worry so much.

How will your lives change when you get jobs?

Y. Kikuchi-san: It will be different from school because I will have specific times I must be at work.

Chida-san: I must learn to live on my own including managing my own money.

C. Kikuchi-san: I will be living in a dormitory so I must learn to live within my salary. Many restrictions will be placed on me. I will live a more serious life than before.

Ninuma-san: I will be living within restrictions including those on my use of time

Y. Sasaki-san: I will be working on shifts and will have to work at night. Up to now I was a student and work time was limited to daylight hours.

M. Kikuchi-san: During school life I listened to others and did what they did. After this, I will be a member of society and have to decide my life myself.

K. Kikuchi-san: Up to now I had plenty of free time and depended on others indulgence. From now on I will have to be responsible for myself and cannot live blindly.

Asanuma-san: When I was in school, I could come late and no one would be angry. When I work, I will have to keep to a time schedule.

C. Sasaki-san: I will have to determine how to use my salary and that will be difficult.

Abe-san: I will be doing a part time job in a pet shop as I go to school and will be much busier than I was as a student.

How long do you think it will take you to settle in to your jobs?

Y. Kikuchi-san: I feel it will take me about 1 year to settle in.

Chida-san: I feel it will take me about 1 year to settle in.

C. Kikuchi-san: I feel it will take me about 1 year to settle in.

Ninuma-san: Unless I try doing the job, I won't be able to tell.

Y. Sasaki-san: I feel it will take me at least 1 year to settle in.

M. Kikuchi-san: I feel it will take me about 1 year to settle in.

K. Kikuchi-san: I feel it will take me at least 1 year to settle in.

Asanuma-san: I feel it will take me about 2 years to settle in.

C. Sasaki-san: I feel it will take me about 1 year to settle in.

Abe-san: I feel it will take me about 3 to 6 months to settle in to school.

What will you do with the salary you receive?

Y. Kikuchi-san: I will save and spend money on living.

Chida-san: I will spend money on living and eating and save about half of the salary.

C. Kikuchi-san: I will save some money and spend the rest on buying what I want.

Ninuma-san: I will save some money and give some money to my parents.

Y. Sasaki-san: I will spend money on living and save some. If money remains I would like to give some to my parents.

M. Kikuchi-san: I will spend money on living and save half. When I have some money saved, I would like to give some to my parents.

K. Kikuchi-san: I will spend money on life, give some to my parents and save the rest.

Asanuma-san: I will spend money on living and save as much as I can.

C. Sasaki-san: I will be thrifty and save as much as possible.

Abe-san: I will pay for one third of the tuition with the money I earn at my part time job. I will be living off my parents for a year so I would like to begin paying for my own apartment as soon as possible.

If you are not living at home, do you think it will be particularly expensive?

Y. Kikuchi-san: I will have to pay a dormitory fee so that will cost me money every month.

Chida-san: I will be going out with friends on holidays so it will cost me money.

C. Kikuchi-san: The dormitory fees will be deducted from my salary.

Ninuma-san: I will live at home.

Y. Sasaki-san: The dormitory fees will be deducted from my salary.

M. Kikuchi-san: The dormitory fees will be deducted from my salary, but they are not so large.

K. Kikuchi-san: I will live at home.

Asanuma-san: The dormitory fees will be deducted from my salary and I will have to pay for anything I need by myself.

C. Sasaki-san: The dormitory fees will be deducted from my salary.

Abe-san: I will have to try to help pay for my fees out of my part time job.

How much will your initial salary come to? Will you get a bonus? At what rate will your salary increase?

Y. Kikuchi-san: I don't know.

Chida-san: I will get ¥85,000 starting salary. I don't know about bonus, but the salary will increase by ¥8,000 per year.

C. Kikuchi-san: I will get about ¥80,000 per month. The bonus will be 2 times a year and I will receive 2 months each time. I don't know about increases.

Ninuma-san: I don't know.

Y. Sasaki-san: I will get a little more than ¥80,000 per month. My bonuses won't be so large, 1.5 months twice a year. I don't know about increases.

M. Kikuchi-san: I will get about ¥80,000 per month. I don't know about bonuses or increases.

K. Kikuchi-san: I will get about ¥80,000 per month. I will get two bonuses per year but I

don't remember at what rate nor do I remember about increases.

Asanuma-san: I will get about ¥80,000 per month. My bonuses will be twice a year, but I know no more.

C. Sasaki-san: I will get about ¥80,000 per month, but know no more.

Abe-san: No connection.

Do you think you will be able to live independently of your parents?

Y. Kikuchi-san: I would like to work for a long time. I want to live in Tokyo but will eventually return home to Iwate.

Chida-san: I must live in a dormitory for two years, but I can rent an apartment after that.

C. Kikuchi-san: I will live in Kanagawa, but when I have finished working I will return home to Iwate.

Ninuma-san: I will be in Toono and plan to stay with my parents.

Y. Sasaki-san: I will be away from my parents while I work and I would like to continue living on my own.

M. Kikuchi-san: I will live away from my parents and would like to remain independent.

K. Kikuchi-san: I will stay at home with my parents.

Asanuma-san: I will be living in Morioka but will eventually return home.

C. Sasaki-san: When I finish my job, I will return home to live with my parents.

Abe-san: I expect that when I have finished schooling, I will find a job and continue to live in Nagoya so I will probably live independently of my parents.

Do you want to stay in the company you have chosen until you retire? How long do you plan to stay at your first job?

Y. Kikuchi-san: I don't know, but I would like to work as long as possible.

Chida-san: I would like to work as long as possible.

C. Kikuchi-san: I would like to work as long as possible.

Ninuma-san: I would like to work as long as possible.

Y. Sasaki-san: I would like to work as long as possible.

M. Kikuchi-san: I would like to work as long as possible.

K. Kikuchi-san: At the least I would like to work 3 years.

Asanuma-san: I would like to work as long as possible.

C. Sasaki-san: I would like to work as long as possible.

Abe-san: Once I get a job, I would like to work as long as possible.

In 5 years time what do you think you will be doing?

Y. Kikuchi-san: I will be doing my job and have shaped up.

Chida-san: I would like to keep doing the job I have chosen.

C. Kikuchi-san: I don't really know.

Ninuma-san: I have no idea.

Y. Sasaki-san: I may well be doing the same job or may have quit.

M. Kikuchi-san: I might be doing the same job or another.

K. Kikuchi-san: I might be married.

Asanuma-san: If the job is interesting, I will still be doing it.

C. Sasaki-san: If I have returned home I will be married. If I am still in Tokyo I will probably be working.

Abe-san: I would like to own my own pet store.

At what age would you like to get married?

Y. Kikuchi-san: I would like to get married between the ages of 25 and 30.

Chida-san: I would like to get married around the age of 25.

C. Kikuchi-san: I would like to get married between the ages of 25 and 30.

Ninuma-san: I would like to get married between the ages of 23 and 25.

Y. Sasaki-san: (Had to leave the room)

M. Kikuchi-san: I haven't thought about it.

K. Kikuchi-san: I would like to get married at the age of 25 but it may take me until I am 30.

Asanuma-san: I would like to get married by the time I am 25.

C. Sasaki-san: I would like to get married by the time I am 23.

Abe-san: I would like to get married between the ages of 25 and 26.

What will you be doing when you are 31 or 32 years old? A job? Interests?

Y. Kikuchi-san: I will be married and raising a family.

Chida-san: I think I will be working.

C. Kikuchi-san: I will be married but doing another job.

Ninuma-san: I will be married and be housewife.

Y. Sasaki-san: (Had to leave the room)

M. Kikuchi-san: I may well be married but probably not working.

K. Kikuchi-san: I will be married and keeping house.

Asanuma-san: I will be still working.

C. Sasaki-san: If I get married when I am 23, I will have children and be busy raising them.

Abe-san: I will be married and still working.

HIGH SCHOOL GRADUATE RECRUITMENT CARD

高卒用求人票(男子・女子)

*応募にあたって選考すると書類は「第一応募書類」に限られて、すべて。

1 求人 NO OF EMPLOYEES

NAME OF CO OR PERSON
ADDRESS
POST CODE
TRAIN LINE STATION BUS WALK MIN
ACTUAL WORK CIRCUIT TRAIN LINE STATION BUS WALK MIN
PRODUCT
CONTENT OF ENTERPRISE
AT THE WORK PLACE M F
IN TOTAL CO. M F UNION Y N
JOIN DIRECT CO. YEAR CAPITAL

4 TYPE OF JOB

5 求人数 COMMUTERS LIVE-IN

NO OF EMPLOYEES SOUGHT

6 作業内容

CONTENT OF JOB
CONTENT OF WORK
ABC KNOWLEDGE OF SKILLS FOR EXECUTION OF JOB (LEARNED KNOW)
REASONS FOR PHYSICAL CONDITIONS MAKING EXECUTION OF JOB IMPOSSIBLE
WELFARE, ETC

7 福利厚生

INSURANCE INCLUDED
HEALTH WELFARE EMPLOYMENT RETIREMENT MATCHING FU
HOUSING
BOARD
RETIREMENT (AGE)

WORK HOURS

2 休憩時間

WORK HOURS MORNING FROM HR MIN TO HR MIN AFTERNOON FROM HR MIN UNTIL
REST PERIODS UNDER 1 HR MIN OVER 1 HR MIN AFT MIN TOT MIN

3 賃金(現行賃金)

SHIFTS
OVERTIME
VACATION
2-DAY WEEKENDS
PAID HOLIDAYS

ACTUAL WAGES/SALARY

WAGE AMTS
BASIC SALARY
FOR DAILY PAY, DAY OF CALCULATION
ALLOWANCES
TOTAL TRANSPORT LIVING
SPECIAL PAID ALLOWANCE
TRANSPORT
PERFECT ATTENDANCE
ALLOWANCE
ALLOWANCE
SALARY INCREASES

DEDUCTIONS FROM WAGES
TAX
SOCIAL INSUR.
DORMITORY EXPT.
OTHER COST
TOTAL DEDUCTIONS
BONUS
RETIREMENT ALLOWANCE

DAY OF PAYMENT
FORM OF PAYMENT
NET TRANSPORT LIVING

8 選考

SCHOOL NAME
REASON OF NATION
SCHOOLING REQUIRED
ORDINANCES
TIME TO TRAVEL
METRIC FEES
INVISIBLE

9 応募・選考

DAYS OF APPLIC.
SELECTION PLACE
TEST
INFORMING OF DECISION
APPLICATION, SELECTION
SELECTION PERIOD
SELECTION EXPENSE

10 就任

DAY OF ENTRY TO CO
RECRUIT LEADER
NEW APPOINTMENT EXPENSE

11 補足事項

WELFARE, ETC
NEW APPOINTMENT
SUPPLEMENTARY MATTERS

PERSON IN CHARGE OF RECRUITMENT
TELEPHONE
NAME OF REPRESENTATIVE
UNEMPLOYMENT CONDITIONS
SEAL

EMPLOYER INSURANCE CO. NO.
UNEMPLOYED
NOT UNEMPLOYED

14 求人連絡・推薦

PRE-	PESO	SCHOOL	NOT OF MEMBERS	SCHOOL	NO	SCHOOL NO

TOTAL NO. OF RECOMMENDATION
REQUEST

SPECIAL MATTERS 132

RECEIPT NO
CO CLASS NO
PERSON REVIEWING
WORK CLASS NO

ACCEPTANCE/CONFIRMATION SEAL

REFERENCES

Iwate Kenritsu Toono Kootoo Gakkoo Miyamori Bunkoo. Gakkoo Yooran. Iwate: Iwate Kenritsu Toono Kootoo Gakkoo Miyamori Bunkoo, 1985.

Japan External Trade Organization. Japan Handbook. Tokyo: Kodansha, Ltd., 1985.

Mombushoo. Mombu Tookei Yooran. Tokyo: Mombushoo Daijin Kanboo Choosa Tookeika, 1985.

Tokyo Toritsu F. Kootoo Gakoo. Gakkoo Yooran. Tokyo: Tokyo Toritsu F. Kootoo Gakoo, 1985.

Tokyo Toritsu F. Kootoo Gakoo. Shinro Jookyoo Hookoku Sho. Tokyo: Tokyo Toritsu F. Kootoo Gakkoo, 1985.

Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo. Gakkoo Yooran. Tokyo: Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo, 1984.

Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo. Kinenshi Sooritsu 20 Shuu Nen. Tokyo: Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo, 1982.

Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo. Shiro Shido Hookoku. Tokyo: Tokyo Toritsu Tanashi Koogyoo Kootoo Gakkoo, 1984.

Sakuragaoka Joshi Kootoo Gakkoo. Gakkoo Yooran. Tokyo: Sakuragaoka Joshi Kootoo Gakkoo, 1985.

Sakuragaoka Joshi Kootoo Gakkoo. Shoowa 59 Nendo Shinro Shido Hookoku Sho. Tokyo: Sakuragaoka Joshi Kootoo Gakkoo, 1985.